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CAUT ACPPU
BULLETIN

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Talks Continue at Wilfrid Laurier

Sept. 20 — David Docherty, political science professor, plays the bagpipes to lead Wilfrid Laurier University faculty members in a march around the Waterloo campus in support of the school's striking support workers.

TALKS between Wilfrid Laurier University and its striking support workers resumed Sept. 26 after a provincial mediator suspended negotiations. The 400 striking workers, members of the WLU Staff Association have been on strike since Sept. 16. At issue are provisions covering contracting out, hours of work, job security and benefits.

The agreement to start bargaining again followed an exploratory meeting involving Wilfrid Laurier University Faculty Association members and WLU president Bob Rosehart. WLUFA has donated $100,000 to the striking support workers so far. ■

U.S. Launches 'Enemies List' Web Site

A PRO-ISRAEL think tank started a web site last month to monitor North American faculty members and universities and to allow students to report on their professors. The Philadelphia-based Middle East Forum maintains "surveys of institutions" and plans to make these available to administrators, trustees, alumni, students, parents, and government officials and legislators.

Organizers of the new site, called Campus Watch, said they "will henceforth monitor and gather information on professors who fan the flames of disinformation, incitement and ignorance." According to the web site's sponsors, "American scholars of the Middle East, to varying degrees, reject the views of most Americans and the enduring policies of the U.S. government about the Middle East ... Campus Watch seeks to reverse the damage already caused by the activist/scholars on American campuses."

Campus Watch charges that "Middle East studies in the United States has become the preserve of Middle Eastern Arabs, who have brought their views with them. Membership in the Middle East Studies Association, the main scholarly association, is now 50 per cent of Middle Eastern origin. Though American citizens, many of these scholars actively disassociate themselves from the United States, sometimes even in public."

Among the institutions initially targeted by Campus Watch are Harvard, Columbia, Berkeley, Stanford, North Carolina, Michigan, Concordia and Toronto.

Martin Kramer, the editor of Middle East Quarterly, the think tank's journal, said combining scattered material in one location will be useful, but he hopes the site grows over time.

Jordan Kurland, associate general secretary of the American Association of University Professors, said Campus Watch is "a menace to academic freedom, and we are taking it very seriously. It reminds us of 'Accuracy in Academia,' the group that emerged in the mid-1980s with a call to patriotic students to monitor their professors for indications of Marxism in their teachings and inform AIA, which would publicize the evidence. The academic community greeted AIA with disdain, the public was not taken in, and it never really got off the ground. That was before the era of e-mail, of course, but let us hope that academic freedom withstands Campus Watch equally well."

One of the professors targeted by Campus Watch, Hamid Dabashi, chair of the department of Middle East and Asian languages and cultures at Columbia University, said the project seeks to create fear that students will be spying on professors. That won't effect him, he said, but it could be a "horrible development" for junior faculty members. "In the tenure culture, it could be damaging to the healthy relationship that has to govern the classroom," Dabashi told the Chronicle of Higher Education.

See CAMPUS WATCH Page A2 ☞

Research Libraries Losing Ground

CANADIAN university research libraries fare badly in the latest report of the Association of Research Libraries on "Holdings of University Research Libraries in U.S. and Canada."

Fourteen Canadian institutions were included among the 113 university libraries measured. Only three — Toronto (#5), Alberta (#28), and UBC (#36) — appear in the top half of the list.

Canadian institutions prevail at the bottom of the list: Saskatchewan (#107), Queen's (#110), Waterloo (#111), McMaster (#112), and Guelph (#113).

"Perhaps most worrying," said CAUT executive director James Turk, "is that Canadian institutions dominated the ARL's list of the 15 institutions where total expenditures fell or increased the least between 1995–1996 and 2000–2001."

Of the 10 institutions that fared the worst over the past six years, nine are Canadian.

Laval experienced the biggest drop in North America (-14.7%) since 1995–1996, followed by York (-12.2%), Queen's (-6.3%), Western Ontario (-4.1%), Waterloo (-3.5%), McMaster (-3.5%), Guelph (-2.2%), Alberta (-0.7%), Missouri (-0.5%) and Saskatchewan (0.0%).

The University of Missouri was the only U.S. institution surveyed where total expenditures fell.

"The dreadful experience of Canadian university research libraries indicates the impact of more than a decade of underfunding by the federal and provincial governments," Turk said.

"Canadian researchers, teachers and students are seriously disadvantaged by what is happening to our university libraries." ■

— COURTESY OF WATERLOO REGION RECORD —

University Library Rankings

	00/01	99/00	95/96
Toronto	5	3	8
Alberta	28	26	26
UBC	36	34	29
McGill	65	58	45
Laval	81	96	57
Western	89	83	67
York	93	85	77
Manitoba	97	84	105
Sask.	107	109	98
Queen's	110	105	88
Waterloo	111	110	104
McMaster	112	111	106
Guelph	113	112	109

Our Universities. Our Future.

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Carrières B1

CAUT ACPPU
BULLETIN

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Association canadienne des professeures et professeurs d'université

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LETTERS COURRIER

CAUT Issues Statement on Recent Threats to Freedom of Speech

The complex and bitter divide in the Middle East is flaring up on campuses across North America — raising serious questions about academic freedom and freedom of speech.

Angry pro-Palestinian protestors prevented former Israeli prime minister Benjamin Netanyahu from speaking at Concordia University on Sept. 9. Subsequently, the president of the university declared a moratorium which will mean there can be no events related to the Middle East on campus.

In August, pro-Israeli groups demanded the University of Toronto discipline a faculty member for circulating an email petition critical of the government of Israel, and described the university's refusal to do so as hiding behind academic freedom.

Last month, the University of Colorado and Colorado College came under fierce attack from politicians, evangelical religious leaders and pro-Israeli groups for inviting Dr. Hanan Ashrawi to be a principal speaker at a symposium on the global challenges in the aftermath of Sept. 11. Dr. Ashrawi was the minister of higher education for the Palestinian Authority until she resigned in 1998 to found the Palestinian Initiative for the Promotion of Global Dialogue and Democracy where she currently serves as secretary general.

Less dramatic and less publicized events have happened at numerous campuses.

In the face of such events, CAUT feels it imperative to reaffirm certain basic principles:

- Academic freedom is essential for universities to fulfill their public responsibility to promote the unfettered search for knowledge and truth.
- Academic freedom means the right to freedom of speech and discussion, regardless of prescribed doctrine, political convention, or administrative convenience.
- Suppression of speech through violence, the threat of violence, or political intimidation is not acceptable.
- Academic institutions have an obligation to defend academic freedom and not allow open discussion to be suppressed.

However irreconcilable the differences over the Middle East may be, no resolution is possible in the absence of an opportunity for all points of view to be heard and all arguments debated. We deplore any actions that suppress, or attempt to suppress, free speech.

VICTOR CATANO
President, CAUT

Déclaration de l'ACPPU sur la liberté d'expression

La ligne de partage au Moyen-Orient, complexe et acrimonieuse, s'étend aux campus universitaires d'Amérique du Nord, soulevant de graves questions au sujet de la liberté universitaire et de la liberté d'expression.

Des manifestants pro-palestiniens en colère ont empêché l'ancien premier ministre d'Israël, Benjamin Netanyahu, de prononcer une conférence à l'Université Concordia le 9 septembre. Par la suite, le recteur de l'université a décrété un moratoire interdisant toute activité reliée au Moyen-Orient sur le campus. En août, des groupes pro-israéliens ont exigé que l'Université de Toronto impose des sanctions disciplinaires à un professeur parce qu'il avait fait circuler une pétition par courrier électronique critiquant le gouvernement d'Israël. Ils ont reproché à l'administration universitaire, qui a refusé de se plier à leur exigence, de se cacher derrière la liberté universitaire. En septembre, l'University of Colorado et le Colorado College se sont attirés les foudres de politiciens, de dirigeants de groupes évangéliques et de groupes pro-israéliens parce qu'ils ont invité Madame Hanan Ashrawi comme conférencière principale au symposium sur les défis mondiaux à relever après le 11 septembre. M^me^ Ashrawi était ministre de l'enseignement supérieur de l'Autorité nationale palestinienne jusqu'à sa démission en 1998. Elle a alors fondé l'Initiative palestinienne pour la promotion du dialogue global et de la démocratie dont elle est actuellement secrétaire générale. D'autres incidents moins dramatiques et moins médiatisés sont survenus dans de nombreuses universités.

Face à de tels incidents, l'ACPPU estime qu'il est impératif de réaffirmer certains principes fondamentaux :

- La liberté universitaire joue un rôle essentiel en ce qu'elle permet aux universités d'assumer leur responsabilité publique en faisant la promotion de la libre quête du savoir et de la vérité.
- La liberté universitaire signifie le droit à la liberté d'expression et à la discussion sans égard à la doctrine prescrite, aux conventions politiques ou aux commodités administratives.
- La suppression de la liberté d'expression par la violence, des menaces de violence ou l'intimidation politique n'est pas acceptable.
- Les établissements d'enseignement universitaires ont l'obligation de défendre la liberté universitaire et d'empêcher la suppression du débat libre.

Si irréconciliables que soient les divergences d'opinion au sujet du Moyen-Orient, aucun règlement n'est possible si l'on n'offre pas l'occasion à tous les points de vue d'être entendus et à tous les arguments d'être débattus. Nous déplorons les actions qui suppriment ou tentent de supprimer la liberté d'expression.

VICTOR CATANO
Président, ACPPU

U.S. Campus Watch Web Site Launched

☞ From PAGE A1

Juan Cole, a University of Michigan history professor and editor of the International Journal of Middle East Studies said the watch list had resulted in massive repetitive spamming of the e-mail addresses of the scholars identified on it, as well as of many others. "Singling someone out for opprobrium and monitoring has immediate effects in cyberspace, which a reasonable person could have foreseen. Obviously, denying academics use of their e-mail facilities is a key interference with their research, scholarly communication and career effectiveness," he said.

Considerable concern has been expressed in Canada. Peter Fitzgerald, chair of history at Carleton University, said that "whatever one's views of the Israeli-Palestinian conflict or Islamic fundamentalism, I would hope that any academic would find the idea of collecting information and assembling 'dossiers' on the classroom teaching of colleagues to be both bizarre and repugnant."

"Campus Watch appears to be an attempt to intimidate and silence particular academics and to place their opinions outside the boundaries of 'legitimate' academic debate," said CAUT executive director James Turk.

"Anyone committed to academic freedom must be concerned. We remember what initiatives like this have done in the past and will not allow that to happen again. CAUT will actively pursue this matter, in conjunction with our colleagues at the American Association of University Professors," he added. ■

Examen de l'éthique de la recherche

L'À-PROPOS des lignes directrices du Canada pour le traitement éthique des sujets humains fera l'objet d'un nouvel examen. Santé Canada, le Conseil national d'éthique en recherche chez l'humain et le Groupe consultatif interagences en éthique de la recherche, créé récemment, ont tous pris les mesures nécessaires pour se pencher sur les critiques et les préoccupations liés à cette question.

« Le sens de ce projet n'est pas encore clair », a confié le directeur général de l'ACPPU, James Turk. « Des pressions importantes s'exercent toutefois pour renforcer l'*Énoncé de politiques des trois conseils : Éthique de la recherche avec des êtres humains*, la politique en vigueur au Canada ».

Pour aider l'ACPPU à jouer un rôle de chef de file dans ces discussions, un groupe consultatif en éthique de la recherche de 10 membres a été mis sur pied.

Le groupe se compose des membres suivants : John Baker, philosophie, Université de Calgary, Patricia Baker, sociologie, anthropologie et études féminines, Université Mount Saint Vincent, Jocelyn Downie, directrice, Health Law Institute, Université Dalhousie, Michael McDonald, directeur, UBC Centre for Applied Ethics, Pat O'Neill, directeur intérimaire, psychologie, Université Acadia, Barrie Ratcliffe (à la retraite), histoire, Université Laval, David Reid, directeur, sciences biologiques, Université de Calgary, Sandra Taylor, directrice, Office of Bioethics, Université Queen's, Jon Thompson, directeur, mathématique et statistique, Université du Nouveau-Brunswick, et Charles Weijer, bioéthique, Université Dalhousie. ■

English on page A4.

President's Column

No Parting Gifts

By VICTOR CATANO

JEAN Chrétien – now that he has announced the date of his retirement – is seeking to establish his legacy as prime minister. Many big-ticket items were floated in the run-up to the Throne Speech. These proposals, if enacted, could lock spending into the budget for the next five years, effectively tying the hands of any successor. Regrettably, restoring funding for post-secondary education is apparently not on the prime minister's spending list. Mr. Chrétien should listen to the concerns of post-secondary students and their parents before drawing up plans for the future.

During the period of Mr. Chrétien's government, Ottawa significantly decreased the money it transferred to the provinces for support of university core operating budgets. The provincial governments were quick to follow suit by passing on the cuts to colleges and universities. Statistics Canada data released in September show that the share of university revenue from government sources dropped from more than 68 per cent in 1990–1991 to less than 55 per cent in 2000–2001. Ontario and Nova Scotia universities now receive less than half of their funding from public sources. This is privatization of public education by stealth.

Universities inevitably make up the shortfall in public funding by increasing tuition. Since 1990–1991 university tuition across Canada has increased by 135.4 per cent, compared to a cost of living increase of 20.6 per cent. These increases are turning more students from lower-and middle-income families away from university education. Fee increases have been even higher in professional schools. As these increases continue, Canadian universities will return to their elitist roots, a rather inappropriate legacy for the "Little Guy from Shawinigan."

What has been the government's response to these damning statistics? Silence, or worse yet, blaming parents for not saving enough. This was the approach taken recently by a spokesperson for Human Resources Development Canada who chastised parents for procrastinating in saving for their children's education. This response betrays a mind-set that sees university education as belonging to the sons and daughters of the wealthy. The savings programs the federal government has put in place do not help lower-and middle-income families. The Canada Education Savings Plan provides a maximum $400 top-up of private money placed into Registered Education Savings Plans.

According to Statistics Canada, the parents of less than 19 per cent of children in households earning below $30,000 are saving for their children's education, in comparison to the parents of nearly 63 per cent of children in households earning $80,000 or more. Telling parents, who are struggling to raise families, pay the rent and put food on the table to put money away for their children's education 18 years down the road borders on the obscene.

The Canada Millennium Scholarship Fund is not an answer to rising tuition and backbreaking debt loads. This scholarship fund provides assistance to only one out of every 14 post-secondary students. Canada is one of the few industrialized countries that does not have a national grant system that makes assistance available based on need. With governments committed to innovation, it is surprising they are willing to screen out the many bright graduates who cannot afford the costs of post-secondary education.

Other nations recognize that improving access to post-secondary education must be a priority. Ireland recently announced plans to expand its student financial aid program by doubling the amount of non-repayable maintenance grants offered to 40 per cent of the country's students to cover their living costs. These grants are in addition to abolishing tuition. I recall most vividly the joy and enthusiasm of a Dublin taxi driver whose son could now go to university, after tuition was abolished. I also recall with sadness the stories of very bright students who have had to drop out of my own university because of lack of money.

Canadians expect admission to university to be based on ability and merit, not wealth. These views came out very strongly during several radio talk shows I did following release of the Statistics Canada data on tuition. The vast majority of Canadians from all political backgrounds support more funding for post-secondary education and are even prepared to pay for it through higher taxes.

The evidence, both in Canada and abroad, demonstrates that increasing access to education provides clear benefits, enriching both individuals and society at large. Education makes a fundamentally vital contribution to the quality and well-being of Canadian society. Widening opportunities for all qualified Canadians to participate in post-secondary education has many benefits in strengthening democracy, achieving social and economic progress and advancing human rights. Our failure to remove the barriers that prevent any person from attaining the education that will enable them to participate fully in our social and economic life is the equivalent of burying a fortune of opportunities. We simply cannot afford to leave this treasure in the ground to decay.

CAUT is committed to increasing accessibility to post-secondary education and making it the centerpiece of a public awareness campaign. Working together with students and their parents, perhaps we can convince Mr. Chrétien that the best way for him to establish his legacy as prime minister is by ensuring future generations of Canadians will still have access to post-secondary education. ■

Version française à la page A7.

Throne Speech Promises Money for Research

THE Liberal government of Jean Chrétien is promising to increase funding to the federal granting councils to provide greater support for graduate studies and research.

The announcement came on Sept. 30 in the federal speech from the throne which also promised major long-term commitments for health care, the environment and urban infrastructure.

CAUT president Victor Catano says that aside from the pledge of more support for graduate students, the throne speech largely reiterates already announced initiatives for Canada's universities and colleges.

"For a throne speech that was supposed to be about building a legacy, there are an awful lot of recycled announcements," Catano stated.

Many of the initiatives outlined in the speech to improve Canada's innovation performance, for instance, are taken directly from the government's white papers on the subject released earlier this year. The throne speech promises Ottawa will "work with universities on the indirect costs of research and on strategies for its commercialization."

The throne speech also confirmed the government's plan to implement a national system for regulating research involving humans, including establishing national research ethics and standards.

In its report issued last year, CAUT's committee of inquiry into the Nancy Olivieri affair recommended a major overhaul of the regulation of research involving human subjects.

"We are pleased to see that the government is taking this issue seriously," Catano said. ■

Concordia University Imposes Ban on Middle East Events

CONCORDIA University's board of governors voted to impose a moratorium on the use of university space for events related to the Middle East conflict following a protest that forced the cancellation of a speech by former Israeli prime minister Benjamin Netanyahu Sept. 9.

Police in full riot gear were called to the university and used pepper spray and batons to beat back the protestors who occupied the downtown Hall building where Netanyahu was scheduled to speak.

Witnesses say some of the protestors smashed windows, tossed furniture and harassed people trying to attend the event.

Police eventually cleared the facility of protestors, but university officials cancelled the planned event after deciding they could not guarantee Netanyahu's safety.

Netanyahu reacted angrily to the demonstrators, accusing them of "mad zealotry."

"They're supporting Saddam Hussein, they're supporting Arafat, they're supporting bin Laden," Netanyahu declared at a news conference called following the protest.

Concordia rector Frederick Lowy said the university would investigate the incident and expel any student who was involved in violence.

In announcing the moratorium, Lowy said that "what is needed now is a period of restraint."

The moratorium includes a ban on public speeches, rallies, exhibits, posters and information tables.

The imposed moratorium also forced the cancellation of a lecture by Norman Finkelstein, a professor of political science at DePaul University and a staunch critic of the Israeli government, who had been invited by Concordia's student union.

CAUT president Victor Catano denounced the violent tactics used by some of the demonstrators, but also expressed concern over the imposition of the moratorium.

"Suppression of speech through violence, the threat of violence, or political intimidation is simply not acceptable," Catano said. "However irreconcilable the differences over the Middle East may be, no resolution is possible without the opportunity for all points of view to be heard and all arguments debated."

He pointed to the decision of the University of Haifa, the Israeli university with the largest percentage of Israeli Arab students, which, while imposing a temporary moratorium on demonstrations after university students were killed in terrorist attacks, didn't limit other features of free speech, such as fliers, information tables or political assemblies.

"These are difficult times, but it is essential that we do not suppress discussion of controversial content because of unacceptable actions," Catano said. ■

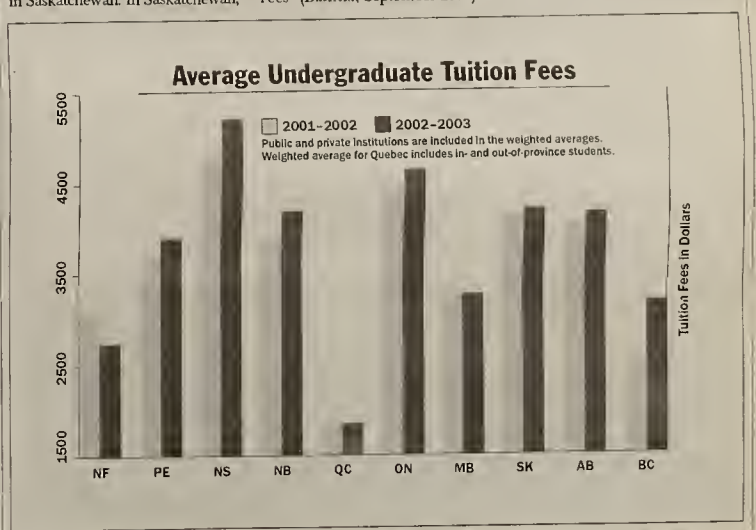
Stats Canada Revises Tuition Fee Data

ON Sept. 9 Statistics Canada issued revised data for average university tuition fees for the years 2001–2002 and 2002–2003.

The revisions reported primarily affect undergraduate tuition fees in Saskatchewan. In Saskatchewan, the revised figures reveal that average undergraduate tuition increased by 10.5 per cent from 2001–2002 to 2002–2003, rather than a decrease of 10 per cent as previously illustrated in "Average Undergraduate Tuition Fees" (*Bulletin*, September 2002).

The corrected version of the chart is reproduced below. ■

Statistics Canada's data revision can be obtained at: http://www.statcan.ca/Daily/English/020909/td020909.htm.



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UNIVERSITY OF WINDSOR

CAUT Sets Up Advisory Group on Ethics in Human Research

THE adequacy of Canada's guidelines for the ethical treatment of research subjects is being reexamined. Health Canada, the National Council on Ethics in Human Research and the newly formed Interagency Advisory Panel on Research Ethics have all taken steps to consider criticisms and concerns.

"It is unclear what all this activity will mean," said CAUT executive director James Turk. "But there is significant pressure to strengthen the *Tri-Council Policy Statement: Ethical Conduct for Research Involving Humans* – the governing policy in Canada."

To assist CAUT play a leading role in these discussions, a 10-member research ethics advisory group has been created.

Members are: John Baker, professor of philosophy, University of Calgary; Patricia Baker, associate professor of sociology/anthropology and women's studies, Mount Saint Vincent University; Jocelyn Downie, director of the Health Law Institute and associate professor of law and medicine, Dalhousie University; Michael McDonald, professor of philosophy and director of the UBC Centre for Applied Ethics; Pat O'Neill, professor and acting head of psychology, Acadia University; Barrie Ratcliffe, retired professor of history, Laval University; David Reid, professor and chair of biological sciences, University of Calgary; Sandra Taylor, associate professor of medicine and director of the Office of Bioethics, Queen's University; Jon Thompson, professor and chair of mathematics and statistics, University of New Brunswick; and, Charles Weijer, associate professor of medicine, department of bioethics, Dalhousie University. ■

Version française à la page A2.

L'ACPPU prédit d'autres surplus substantiels

LE gouvernement fédéral est bien placé pour afficher un surplus d'au moins 6 milliards de dollars cette année, d'après les prévisions budgétaires annuelles de l'ACPPU.

Dans son mémoire annuel, présenté au Comité permanent des finances, l'ACPPU soutient que le gouvernement fédéral peut se permettre d'augmenter ses dépenses dans les secteurs prioritaires de la santé et de l'éducation sans risquer de créer un déficit.

« L'économie canadienne a dépassé toutes les attentes cette année », a déclaré le directeur général associé, David Robinson. « Au lieu d'enregistrer une croissance réelle de 1,1 p. 100, comme le prévoyait le budget de l'an dernier, l'économie connaîtra une croissance d'au moins trois fois supérieure. »

M. Robinson croit donc que le surplus budgétaire prévu de 2 milliards de dollars se situera probablement entre 6 et 8 milliards de dollars. « Les coffres ne sont pas vides. Le gouvernement dispose d'une marge de manœuvre beaucoup plus importante qu'il ne le laisse entendre », a affirmé M. Robinson.

Dans son mémoire, l'ACPPU avance que le gouvernement fédéral, fort de surplus budgétaires pour les cinq prochaines années, pourra s'occuper des priorités des Canadiennes et des Canadiens. L'une de ces priorités est l'enseignement postsecondaire.

« Nos établissements d'enseignement postsecondaire sont en très mauvaise posture à cause du sous-financement », a fait remarquer le président de l'ACPPU, Victor Catano. « L'évidence saute aux yeux. Les droits de scolarité et l'endettement des étudiants grimpent en flèche. Les professeurs à temps plein sont moins nombreux. Le fonds des bibliothèques est réduit. Les bâtiments et l'équipement sont délabrés. Vous ne pouvez espérer que les universités et les collègues fassent ce que l'on attend d'eux dans de telles conditions. »

De l'avis de M. Catano, le plus gros problème de l'enseignement postsecondaire est l'insuffisance du financement du fonctionnement de base.

« Le gouvernement fédéral a investi des sommes considérables dans la recherche et dans d'autres programmes depuis quelques années. Toutefois, sans un engagement à l'égard du financement de base, ces initiatives équivalent à construire un porche de luxe tandis que les fondations s'écroulent. Nous devons d'abord réparer les fondations. »

Le mémoire de l'ACPPU présenté au Comité des finances demande aux gouvernements fédéral et provinciaux de mettre en place une méthode qui les obligerait à rendre des comptes et à mieux collaborer à l'égard du financement des universités et des collèges par l'entremise d'une loi nationale sur l'enseignement postsecondaire s'inspirant de la *Loi canadienne sur la santé*.

« Cette loi vise à établir des principes communs, à s'assurer qu'un financement stable du fédéral est investi comme il se doit et qu'il promeut une plus grande équité régionale dans l'enseignement postsecondaire », a expliqué M. Catano. « Sans cette formule concertée de collaboration, nos collèges et nos universitaires demeureront dans une situation très difficile. »

Dans le mémoire, on souligne que les dépenses totales par habitant dans le secteur de l'enseignement postsecondaire, après correction de l'inflation, sont de 2 milliards de dollars inférieures environ à celles de 1991–1992. ■

English on page A8.

CAUT Report

Real Fees at Historic High

By almost every measure, post-secondary education is less affordable today than at any time in the last 60 years, according to a report released in September by CAUT.

Access Denied: The Affordability of Post-secondary Education in Canada tracks changes in tuition and incidental fees from 1857 to 2002 and finds that when fees are adjusted for inflation, students today are paying more than at any other time in the past. Today's university student is charged six times what a student was in 1914.

"The numbers paint a bleak picture about the ability of modest- and middle-income families to pay for a post-secondary education," says CAUT president Victor Catano. "Tens of thousands of academically qualified students are in danger of being denied access to a college or university education."

The study considers how affordable tuition is today compared with previous periods by plotting the number of hours of work at an average carpenter's wage it would take to pay for tuition. By this measure, the report shows, it takes more hours of work to pay for tuition today than at any time since 1940.

"In 1870, it would require about 111 hours of carpenter labour, at nine cents an hour, to pay the typical $10 undergraduate tuition fee charged that year," the report states. "Today, despite the fact that the average hourly wage of a carpenter has increased to $27, it takes nearly 180 hours of work to pay the cost of tuition, well below the low point of just 69 hours recorded in 1920. In other words, university tuition fees are less affordable for typical middle-income earners today than at any other time since 1940 and are approaching an all-time historic high."

The report also finds the biggest relative increases in tuition fees occurred over the past 10 years.

"In 1990, it would have required 102 hours of manufacturing work to pay for one year of undergraduate arts tuition," the report notes. "By 2002, that figure had jumped to 197 hours."

The increased financial burden was even more dramatic for professional programs.

"Law school tuition fees could be paid with 100 hours of manufacturing work in 1990, but today a total of 265 hours of work is needed. In 1990, one year of tuition in a dentistry program would have required 124 hours of work, compared to 512 hours today. For medical school, fees were equal to 118 hours of manufacturing work in 1990 and 425 hours in 2002."

Overall, the CAUT study seems to cast new doubts on other reports suggesting that post-secondary education costs remain affordable and have not compromised accessibility.

It takes more hours of work to pay for tuition than any time since 1940.

A study released Sept. 16 by the Canada Millennium Scholarship Foundation argues that while "gaps in access to post-secondary education persist," contrary to popular opinion "a decade of rapid rises in tuition fees and student loan borrowing has not reduced overall accessibility."

The Price of Knowledge: Access and Student Finance in Canada argues that other non-financial factors, such as academic preparedness and awareness of post-secondary education options, are more important in determining whether high school graduates go on to college or university.

"To continue to improve equality of access, it is clear that the emphasis on student financial aid needs to be supplemented with new efforts," said Alex Usher, coauthor of the study and director of research and program development for the foundation. "The problem will not be solved simply by writing larger cheques."

But student groups say the foundation's report is misleading and is an attempt to apologize for continuing government inaction.

"By denying the negative impact of increasing tuition fees and soaring debt on students from middle and lower socioeconomic backgrounds, the foundation is providing an alibi for further deterioration in access to higher education," said Joel Duff, Ontario chairperson of the Canadian Federation of Students.

Duff said that much of the data in the foundation's report is 10 years old, collected prior to the rapid rise in tuition fees. He noted that Statistics Canada recently reported that high school graduates from higher socioeconomic groups are now 2.5 times more likely to attend university than those from lower socioeconomic groups.

"To suggest that high tuition fees and student debt do not reduce access to education flies in the face of a growing body of evidence showing precisely the opposite," Duff said.

Catano agrees there is compelling evidence showing that rising costs are raising insurmountable barriers for many academically qualified high school students.

"It seems inconceivable to me that precisely at the time it's becoming widely accepted that access to a college or university education is critical to the personal development of individuals and to the social and economic progress of the nation that we would have governments that adopt policies that are restricting access," Catano said. ■

Version française à la page A7.

THE CAMARGO FOUNDATION FELLOWSHIP PROGRAM

The Foundation maintains in Cassis, France, a center for the benefit of scholars who wish to pursue studies in the humanities and social sciences related to French and francophone cultures. The Foundation also supports creative projects by visual artists, photographers, video artists, filmmakers, media artists, composers and writers. The Foundation offers, at no cost, twelve furnished apartments, a reference library, a darkroom, an artist's studio, and a music composition studio. The residential fellowship is accompanied by a stipend of $3500, awarded automatically to each recipient of the grant. The normal term of residence is one semester (early September to mid-December or mid-January to May 31st), precise dates being announced each year. Applicants may include university and college faculty, including professors emeriti, who intend to pursue special studies while on leave from their institutions; independent scholars working on specific projects; secondary school teachers benefiting from a leave of absence in order to work on some pedagogical or scholarly project; graduate students whose academic residence and general examination requirements have been met and for whom a stay in France would be beneficial in completing the dissertation; visual artists, photographers, video artists, filmmakers, media artists, composers and writers with specific projects to complete. Applicants from all countries are welcome. Application deadline is **February 1** for the following academic year.

For additional information and application forms, please log on to the Foundation's Web site: www.camargofoundation.org or write to:

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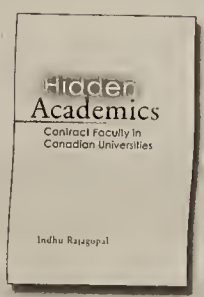

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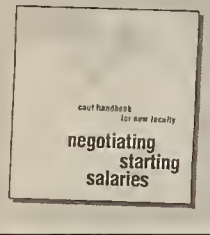

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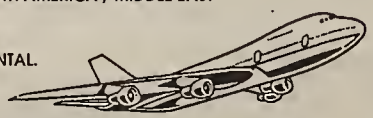

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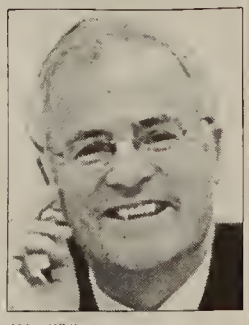
NEWS

Aidan White to Address CAUT/CEP Conference



Aidan White

AIDAN White, general secretary of the International Federation of Journalists, will be one of the featured speakers at a conference on academic freedom and freedom of expression sponsored by CAUT and the Communications, Energy and Paperworkers Union of Canada.

Disciplining Dissent: The Curbing of Free Expression in Academia and the Media will be held Nov. 1–3 in Ottawa, and will bring together some of Canada's leading academics and journalists to consider the growing threats to academic freedom and journalistic independence.

"We're extremely happy that Aidan White will be at the conference," said CAUT associate executive director David Robinson. "Aidan is one of the staunchest defenders of the rights of journalists and teachers to report and publish freely."

Aidan White joined the IFJ, which represents more than 450,000 journalists in over 100 countries, from the Guardian in 1987. He has worked as a reporter, feature writer, editor and editorial manager for leading regional and national newspapers in the United Kingdom. He was the cofounder of an alternative weekly newspaper, the East End News, in London in 1979 and is a former member of the British Press Council.

White is an active trade unionist and campaigns for the rights of journalists. He is an international consultant on press rights and journalistic ethics and has produced reports for UNESCO, the ILO, the UN Human Rights Commission, the Council of Europe and the European Union. He has extensive knowledge of the human rights field.

"The assault on civil liberties since Sept. 11 is not limited to freedom of expression," White said. "If we are to roll back the assault on our freedoms we have to make common cause with human rights defenders everywhere. Journalists, writers, broadcasters, teachers and academics have a key role to play in defending freedom of expression – whether it is in the name of press freedom or academic freedom. But the problem is we have traditionally followed separate, if parallel, paths. In a dangerous world democrats need to stick together and to build a new solidarity in defence of citizens' rights. We need to talk about practical ways of working together." ■

AAUP to Investigate Post-Sept. 11 Conflicts

CONCERNED about a rash of incidents that might be limiting academic freedom in the United States, the American Association of University Professors is launching a special committee to review and analyze events on campus since the terrorist attacks of Sept.11.

"It is crucial that we examine the lessons to be learned from the conflicts of the past year, and what they might portend for the future," said Joan Scott, professor of social sciences at the Institute for Advanced Study in Princeton, New Jersey and chair of AAUP's Committee A on Academic Freedom and Tenure.

The committee will study responses by academic leaders and state government officials to controversial speeches and teaching; restrictions proposed by the federal government on university research that is deemed sensitive but is not classified, particularly in the areas of microbiology and bioterrorism; renewed concerns about classified research on university campuses; restrictions on foreign scholars and students; and restrictions on the implementation of the Freedom of Information Act with respect to academic research.

In recent months, a number of cases have raised the concern of the association, included the much publicized controversy over the study of the Koran at the University of North Carolina at Chapel Hill, the attempted dismissal of a pro-Palestinian professor at South Florida University, and the denunciation by government officials of two Colorado colleges for inviting Palestinian activist and scholar Hanan Ashrawi to speak on their campuses.

Robert O'Neil, director of the Thomas Jefferson Center for the Protection of Free Expression, former president of the University of Virginia and of the University of Wisconsin, will chair the special committee.

"While there is much we still do not know about the impact of post-Sept. 11 actions and policies on academic freedom," O'Neil said, "the potential risks to open discourse within the academic community are grave indeed.

"We need to know not only how Sept. 11 has affected the academic freedom of faculties, but also what impact it has had on students and staff."

The committee is expected to issue its report in the new year. ■

Version française à la page A8.

Le mot du président

Pas de cadeaux d'adieu

Par VICTOR CATANO

DÈS lors qu'il a annoncé la date de son départ, Jean Chrétien a cherché à laisser sa marque en tant que premier ministre. De nombreuses grosses promesses circulaient à la veille du discours du Trône. Si elles sont mises en œuvre, ces mesures pourraient lier des dépenses au budget pendant les cinq prochaines années, ce qui ne donnerait pas de liberté d'action à son successeur. Malheureusement, le rétablissement du financement de l'enseignement postsecondaire ne semble pas figurer sur la liste des dépenses du premier ministre. M. Chrétien devrait porter une oreille attentive aux préoccupations des étudiants et étudiantes du postsecondaire et de leurs parents avant d'ébaucher des projets d'avenir.

Sous la gouverne de M. Chrétien, Ottawa a considérablement diminué les transferts aux provinces au titre du financement du fonctionnement de base des universités. Les gouvernements provinciaux n'ont pas tardé à emboîter le pas en répercutant ces coupes sur les collèges et les universités. D'après des données que Statistique Canada a diffusées en septembre, le pourcentage des revenus des universités provenant des paliers gouvernementaux a représenté moins de 55 % des revenus totaux, en baisse par rapport aux 68 % et plus affichés en 1990–1991. Moins de la moitié des revenus des universités de l'Ontario et de la Nouvelle-Écosse provient de sources publiques. C'est ce qu'on appelle la privatisation furtive de l'éducation publique.

Inévitablement, les universités compensent le manque à gagner des fonds publics en augmentant les droits de scolarité. Depuis 1990–1991, les droits de scolarité des universités de tout le Canada ont grimpé de 135,4 p. 100, par rapport à une hausse du coût de la vie de 20,6 p. 100. À cause de ces hausses, de plus en plus d'étudiants et d'étudiantes issus de famille à faible ou à moyen revenu sont forcés de renoncer à des études universitaires. Les hausses des droits de scolarité sont encore plus élevées dans les écoles professionnelles. Si cette tendance se maintient, les universités canadiennes redeviendront élitistes, un héritage plutôt inacceptable de la part du « petit gars de Shawinigan »

Quelle a été la réponse du gouvernement à ces données accablantes? Il est demeuré muet, ou pis, il a blâmé les parents de ne pas épargner assez. C'est ce qu'a répondu récemment un porte-parole du ministère du Développement des ressources humaines en réprimandant les parents parce qu'ils remettent au lendemain l'épargne en vue des études de leurs enfants. Cette réponse trahit l'opinion solidement ancrée voulant que les études universitaires soient l'apanage des fils et des filles des biens nantis. Les programmes d'épargne que le gouvernement a mis en place n'aident pas les familles à faible et à moyen revenu. La Subvention canadienne pour l'épargne-études, d'un montant maximal de 400 $, complète les sommes que les particuliers versent dans les régimes enregistrés d'épargne-études.

D'après Statistique Canada, les parents de moins de 19 p. 100 des enfants issus de ménages gagnant en deçà de 30 000 $ épargnent pour les études de leurs enfants. Par opposition, les parents de près de 63 p. 100 des enfants issus de ménages gagnant plus de 80 000 $ et plus font des économies en vue de payer les études de leurs enfants. Demander aux parents qui luttent pour élever leur famille, acquitter le loyer et mettre du beurre sur la table d'épargner pendant 18 ans afin de payer les études de leurs enfants frise l'obscénité.

Le Fonds canadien des bourses d'études du millénaire n'est pas une solution à l'augmentation des frais de scolarité et à l'alourdissement des dettes d'études. Il aide financièrement un étudiant seulement du postsecondaire sur 14. Le Canada est l'un des rares pays industrialisés ne possédant pas de programme national de bourses qui fournit de l'aide en fonction des besoins. Les gouvernements ont pris des engagements à l'égard de l'innovation. Il est toutefois surprenant qu'ils soient prêts à écarter les nombreux et brillants diplômés qui ne peuvent assumer le coût d'études postsecondaires.

D'autres pays reconnaissent qu'il faut en toute priorité améliorer

Voir CADEAUX à la page A8 ☞

Les frais de scolarité réels atteignent un record historique

SELON toutes les indications, les études postsecondaires sont moins abordables en 2002 qu'elles ne l'ont été au cours des soixante dernières années conclut un rapport que l'ACPPU a rendu public en septembre.

Intitulé *Accès refusé : l'abordabilité des études postsecondaires au Canada*, le document trace l'évolution historique des frais de scolarité depuis 1857 et constate qu'ils sont plus élevés en 2002, après leur correction en fonction de l'inflation, qu'à toute autre époque. Les étudiants et étudiantes d'aujourd'hui paient six fois plus qu'en 1914.

« Les chiffres présentent un sombre tableau de la capacité financière des familles à faible et à moyen revenu à payer des études postsecondaires », déclare le président de l'ACPPU, Victor Catano. « Des dizaines de milliers d'étudiantes et étudiants compétents risquent d'être forcés de renoncer à des études collégiales ou universitaires. »

L'étude examine dans quelle mesure les frais de scolarité sont abordables par rapport aux décennies précédentes en comparant le nombre d'heures de travail accomplies au salaire moyen d'un menuisier qui sont nécessaires pour payer des frais de scolarité. Le rapport démontre ainsi qu'il faut plus d'heures de travail pour payer des frais de scolarité aujourd'hui qu'à n'importe quelle époque depuis 1940.

« En 1870, un menuisier devait travailler environ 111 heures à 0,9 $ l'heure pour payer les frais de scolarité de premier cycle de 10 $ imposés cette année-là », explique le rapport. « Aujourd'hui, même si le salaire horaire moyen d'un menuisier a été porté à 27 $, il faut près de 180 heures de travail pour pouvoir payer le coût des frais de scolarité, ce qui est bien en deçà du niveau le plus bas de 69 heures enregistré en 1920. En d'autres termes, les études universitaires sont beaucoup moins abordables pour les particuliers à moyen revenu en 2002 qu'à toute autre époque depuis 1940. Nous approchons d'un record historique. »

Le rapport révèle en outre que les hausses relatives les plus sensibles se sont produites au cours de la dernière décennie.

« En 1990, il fallait 102 heures de travail de production afin de payer les frais de scolarité d'une année pour un programme de premier cycle en art. En 2002, il en faut 197 », mentionne-t-on dans le rapport.

Le fardeau financier s'accroît davantage pour les programmes professionnels.

« Les frais de scolarité des facultés de droit pouvaient être payés avec 100 heures de travail de production en 1990. Aujourd'hui toutefois, il faut 265 heures de travail. En 1990, les frais de scolarité pour une année dans un programme d'art dentaire nécessitaient 124 heures de travail comparativement à 512 heures en 2002. Dans le cas des facultés de médecine, les frais de scolarité équivalaient à 118 heures de travail de production en 1990 contre 425 heures aujourd'hui. »

Dans l'ensemble, l'étude de l'ACPPU semble remettre en question d'autres rapports qui laissent entendre que les coûts de l'enseignement postsecondaire demeurent abordables et ne compromettent pas l'accès.

Selon une étude de la Fondation canadienne des bourses d'études du millénaire, rendue publique le 16 septembre, « l'accès à l'éducation postsecondaire demeure encore inégal. Contrairement toutefois à la perception générale, la hausse constante des frais de scolarité et l'approfondissement de l'endettement de la dernière décennie n'ont pas réduit l'accessibilité générale des étudiants aux institutions d'enseignement postsecondaire du pays.»

Les auteurs du document *Le prix du savoir : l'accès à l'éducation et la situation financière des étudiants au Canada* soutiennent que d'autres obstacles non financiers, entre autres la préparation aux études et la compréhension des diverses options scolaires, sont plus importants pour déterminer si les diplômés du secondaire poursuivent leurs études collégiales ou universitaires.

« Il est clair que de nouveaux efforts doivent venir compléter l'assistance financière aux étudiants si on veut continuer à voir s'améliorer l'égalité d'accès », affirme Alex Usher, co-auteur et directeur — recherche et développement de programme à la Fondation. « La simple distribution de plus gros chèques ne résoudra pas le problème. »

Les groupes étudiants estiment toutefois que le rapport de la Fondation est trompeur et qu'il tente d'excuser l'inertie des gouvernements.

« En niant les effets négatifs de la hausse des frais de scolarité et de l'endettement accru des étudiants issus de milieux socio-économiques faibles et moyens, la Fondation fournit un prétexte à une plus grande diminution de l'accès aux études supérieures », déclare Joel Duff, président pour l'Ontario de la Fédération canadienne des étudiantes et étudiants.

D'après M. Duff, une bonne partie des données évoquées dans le rapport de la Fondation remontent à il y a dix ans et elles ont été rassemblées avant la hausse rapide des frais de scolarité. Il signale que Statistique Canada a récemment révélé que les diplômés du secondaire issus de groupes socio-économiques aisés sont deux fois et demi plus susceptibles de fréquenter l'université que les groupes des milieux socio-économiquement faibles.

« On contredit l'ensemble de plus en plus large de données qui prouvent le contraire en suggérant que des *frais de scolarité élevés et* l'endettement des étudiants ne réduisent pas l'accès à l'éducation », conclut M. Duff.

M. Catano convient également que des preuves irréfutables montrent que la hausse des frais constitue un obstacle insurmontables pour un grand nombre d'étudiantes et étudiants compétents du secondaire. »

« Il me semble inconcevable que, justement à une époque où il est largement accepté que l'accès à des études collégiales ou universitaires est essentiel à l'épanouissement personnel des citoyens et au progrès socio-économique du pays, les gouvernements adoptent des politiques restreignant cet accès », soutient-il. ■

English on page A5.

Homework!

Ski Lift

Baldur likes to ski in the Rockies. To get to the top of the mountain, he takes the cable lift. The chairs are suspended at equal distances along a continuously moving cable loop that goes between the base and the peak of the mountain. Baldur noticed that as he ascended, he passed a descending seat at intervals of five seconds. It took exactly three minutes for him to reach the top. What can be said about the number of seats on the lift? How frequently can skiers be picked up at the base of the mountain?

Homework!, a regular feature of the *Bulletin*, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. **Answer on page B1.**

U.S. Tax Credits Fail Poor Students

TWO federal tax credits designed to increase access to post-secondary education provide little benefit to low-income students, according to a report released by the U.S. General Accounting Office.

In 1997, the Clinton administration enacted the HOPE Scholarship and Lifetime Learning credit in an effort to encourage more Americans to pursue a college and university education.

The HOPE scholarship provides a maximum $1,500 tax credit per year for first and second year college students, while the Lifetime Learning credit provides up to $1,000 per year for taxpayers pursuing an undergraduate or graduate degree.

The study by the GAO, the research arm of Congress, found that, in 1999–2000, nearly two-thirds of those claiming the HOPE credit came from families with incomes above $60,000. Only 27 per cent of HOPE recipients were from families with incomes between $20,000 and $40,000.

Even more middle- and upper-income families took advantage of the Lifetime Learning credit. Nearly 70 per cent of recipients reported family income of at least $60,000, with 40 per cent having household income of more than $80,000.

The problem, according to the report, is that both the HOPE and Lifetime Learning credits, like Canada's education tax credits, are non-refundable. That means taxpayers can only receive the credits if they earn enough to pay taxes. For the poorest households that fall below the income tax threshold, the credits offer no help.

The GAO's report supports policymakers in the U.S. who have criticized the tax credits as a handout to wealthier students and raises doubts about the use of similar schemes in Canada.

"The bottom line is if you want to improve access to post-secondary education, you don't do it through the tax system," said CAUT executive director James Turk. ■

Version française à la page A8.

Pas de cadeaux d'adieu

☞ Suite de la PAGE A7

l'accès aux études postsecondaires. L'Irlande, par exemple, a annoncé récemment qu'elle bonifierait son programme d'aide financière aux étudiants en doublant le montant des subventions d'entretien non remboursables offertes à 40 p. 100 des étudiants pour leurs frais de subsistance. Ces subventions s'ajoutent à l'abolition des droits de scolarité. Je me rappelle très bien la joie et l'enthousiasme d'un chauffeur de taxi de Dublin dont le fils pouvait maintenant s'inscrire à l'université grâce à l'abolition des droits de scolarité. Je me souviens aussi avec tristesse les histoires à propos d'étudiants très brillants qui ont dû abandonner les cours qu'ils suivaient à mon université faute d'avoir assez d'argent.

La population canadienne s'attend à ce que l'admission à l'université se fonde sur le talent et le mérite et non sur la richesse. J'ai entendu cette opinion très ferme lors de plusieurs émissions de radio de ligne ouverte auxquelles j'ai participé à la suite de la publication des données de Statistique Canada sur les frais de scolarité. La grande majorité de la population, toutes allégeances politiques confondues, est en faveur de plus de crédits au titre de l'enseignement postsecondaire et est même prête à payer plus d'impôt.

Tant au Canada qu'à l'étranger, les données démontrent qu'il découle des avantages manifestes de l'amélioration de l'accès à l'éducation, et que cela profite aux personnes et à l'ensemble de la société. La contribution de l'éducation à la qualité et au bien-être de la société canadienne est vitale. En effet, élargir les occasions d'apprentissage pour permettre à tous les Canadiens et Canadiennes admissibles à participer à l'éducation postsecondaire comporte de nombreux avantages, permettant ainsi de renforcer la démocratie, de favoriser le développement économique et social ainsi que les droits humains. Si on ne parvient pas à enlever les barrières qui empêchent toute personne d'atteindre un niveau de scolarisation qui lui permettra de participer pleinement à notre vie sociale et économique, c'est comme si on enterrait un trésor d'occasions. On ne peut tout simplement pas se permettre de laisser ce trésor enfoui se désagréger.

L'ACPPU s'engage à accroître l'accès aux études postsecondaires et à en faire la priorité d'une campagne de sensibilisation du public. De concert avec les étudiants et étudiantes et leur parents, nous pourrons peut-être convaincre M. Chrétien que le meilleur moyen pour lui de laisser sa marque en tant que premier ministre est de garantir aux générations futures un accès aux études postsecondaires. ■

English on page A3.

Another Healthy Federal Surplus

THE federal government is poised to post a surplus of at least $6 billion this fiscal year, according to CAUT's yearly budget forecast.

In its annual brief to the Standing Committee on Finance, CAUT argues that Ottawa can boost spending on priority areas, such as health and education, without running the risk of falling into a deficit situation.

"The Canadian economy has beaten all expectations this year," said CAUT associate executive director David Robinson. "Instead of real growth of 1.1 per cent as forecast in last year's budget, the economy will grow by at least three times that rate."

Consequently, Robinson says the projected $2 billion surplus will likely be between $6 billion and $8 billion. "The cupboard is not bare. Ottawa has a lot more fiscal manoeuvring room available than it is letting on," Robinson said.

CAUT's brief argues that faced with healthy surpluses over the next five years, the federal government has the ability to meet the priorities of Canadians. One of those priorities is post-secondary education.

"Our post-secondary institutions are in real trouble due to underfunding," said CAUT president Victor Catano. "It's not hard to see the evidence of this. Tuition fees and student debt loads are skyrocketing. There are fewer full-time faculty. Library holdings are being cut back. Buildings and equipment are in disrepair. You can't expect universities and colleges to make their expected contributions under these conditions."

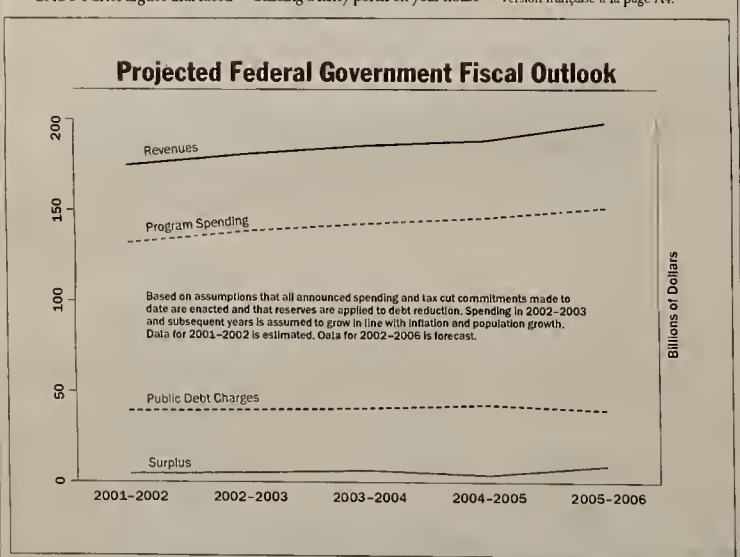
Catano says the biggest problem facing post-secondary education is the lack of core operating funding. "The federal government has put a lot of money into research and other programs in recent years. But without a commitment to core funding, these initiatives are like building a fancy porch on your house while the foundation is crumbling. We need to fix the foundation."

CAUT's brief to the Finance Committee calls on the federal government and the provinces to establish a more accountable and cooperative way of funding universities and colleges through a national post-secondary education act, modelled on the Canada Health Act.

"The purpose of the act would be to establish some common principles, ensure stable federal funding is spent as intended and promote greater regional equity in post-secondary education," Catano explained. "Without this cooperative and coordinated approach, our colleges and universities will remain in serious straits."

The brief notes that total per capita spending on post-secondary education, adjusted for inflation, is about $2 billion less today than in 1991–1992. ■

Version française à la page A4.


Projected Federal Government Fiscal Outlook
Revenues
Program Spending
Public Debt Charges
Surplus
Based on assumptions that all announced spending and tax cut commitments made to date are enacted and that reserves are applied to debt reduction. Spending in 2002–2003 and subsequent years is assumed to grow in line with inflation and population growth. Data for 2001–2002 is estimated. Data for 2002–2006 is forecast.
Billions of Dollars
0
50
100
150
200
2001–2002
2002–2003
2003–2004
2004–2005
2005–2006
– SOURCE: STATISTICS CANADA, DEPARTMENT OF FINANCE, CAUT RESEARCH –

L'AAUP enquêtera sur les conflits depuis le 11 sept.

PARCE qu'une série d'incidents qui pourraient limiter la liberté universitaire aux États-Unis la préoccupent, l'American Association of University Professors met sur pied un comité spécial chargé d'examiner et d'analyser des événements survenus dans les universités depuis les attentats terroristes du 11 septembre.

« Il est capital que nous nous penchions sur les leçons à tirer des conflits survenus au cours de la dernière année et sur ce qu'ils pourraient présager pour l'avenir », a déclaré Joan Scott, professeure de sciences sociales à l'Institute for Advanced Study de Princeton, au New Jersey, et présidente du comité sur la liberté universitaire et la permanence de l'AAUP.

Le comité étudiera les réponses de dirigeants universitaires et de représentants de gouvernements d'État aux discours et à l'enseignement ayant suscité des controverses. Il examinera également les restrictions proposées par le gouvernement fédéral à l'égard de la recherche universitaire jugée délicate mais qui n'est pas secrète, en particulier dans les domaines de la microbiologie et du bioterrorisme, les craintes renouvelées au sujet de la recherche à caractère secret effectuée dans les universités, les restrictions imposées aux universitaires et aux étudiants étrangers, et enfin, les restrictions concernant la mise en œuvre des dispositions de la Freedom of Information Act ayant trait à la recherche universitaire.

Au cours des derniers mois, plusieurs cas ont inquiété l'association, notamment la controverse très médiatisée entourant l'étude du Coran à l'University of North Carolina, à Chapel Hill, la tentative de licencier un professeur pro-palestinien à la South Florida University, et le fait que des représentants du gouvernement aient accusé publiquement deux collèges du Colorado d'avoir invité l'activiste et universitaire Hanan Ashrawi à venir donner des conférences à leur campus.

Robert O'Neil, directeur du Thomas Jefferson Center for the Protection of Free Expression, ancien recteur de l'University of Virginia et de l'University of Wisconsin, présidera le comité spécial.

« Bien que nous ne sachions pas encore tout sur le contrecoup des actes survenus après le 11 septembre et des politiques sur la liberté universitaires, a dit M. O'Neil, les dangers possibles qui menacent le libre discours au sein du milieu universitaire sont graves. Nous devons savoir non seulement comment les événements du 11 septembre ont touché la liberté universitaire des facultés, mais aussi quel a été leur effet sur les étudiants et le personnel. »

Le comité devrait rendre public son rapport au début de l'année prochaine. ■

English on page A6.

Pas de crédits d'impôt pour les étudiants pauvres

D'APRÈS un rapport rendu public par le U.S. General Accounting Office, deux crédits d'impôt visant à améliorer l'accès aux études postsecondaires profitent peu aux étudiants à faible revenu.

En 1997, le gouvernement Clinton a créé la bourse d'études HOPE et le crédit d'apprentissage à vie (Lifetime Learning) dans le but d'inciter plus d'Américains et d'Américaines à poursuivre des études collégiales et universitaires. La bourse HOPE offre un crédit d'impôt maximal de 1 500 $ par année aux étudiants et étudiantes de collège de première et de deuxième années. Le crédit d'apprentissage à vie est de $1,000 au plus par année pour les contribuables poursuivant des études de premier cycle ou supérieures.

Dans son étude, le GAO, le service de recherche du Congrès, a constaté que près des deux tiers des personnes ayant demandé le crédit HOPE en 1999–2000 provenaient de familles dont le revenu est supérieur à 60 000 $. Seulement 27 p. 100 des bénéficiaires de ce crédit provenaient de famille dont le revenu se situe entre 20 000 $ et 40 000 $.

Davantage de familles à revenu moyen et élevé ont profité du crédit d'apprentissage à vie. Près de 70. 100 des bénéficiaires ont déclaré un revenu familial d'au moins 60 000 $ et 40 p. 100 avaient un revenu familial supérieur à 80 000 $.

Selon le rapport, le problème est que les deux crédits, tout comme les crédits d'impôt pour études du Canada, ne sont pas remboursables. Autrement dit, les contribuables ont droit au crédit seulement s'ils gagnent suffisamment d'argent pour payer de l'impôt. Les ménages les plus pauvres qui se situent sous le seuil fiscal ne peuvent profiter du crédit.

Les ménages les plus pauvres ne peuvent profiter du crédit.

Le rapport du GAO appuie les décideurs qui ont critiqué les crédits d'impôt comme une aide aux étudiants bien nantis et qui remettent en question l'utilisation de crédits semblables au Canada.

« Bref, si vous voulez améliorer l'accès aux études postsecondaires, vous ne le faites pas par l'entremise du régime fiscal », a déclaré le directeur général de l'ACPPU, James Turk. ■

English on page A7.

CAREERS CARRIÈRES

ACCOUNTING

SAINT MARY'S UNIVERSITY — The Department of Accounting in the Frank H. Sobey Faculty of Commerce, Saint Mary's University invites applications for a tenure track position in Commercial Law. The appointment will commence July 1, 2003. The successful candidate must have strong teaching interests, an earned doctorate degree or its equivalent in law and a proven research record. Experience in a related discipline is an asset, though not required. The ideal applicant will be comfortable teaching undergraduate and MBA courses, primarily in commercial law. Saint Mary's prides itself on its attention to student needs and is seeking an individual who will provide an enthusiastic and dynamic learning environment. Saint Mary's is a public university with approximately 7,500 students, offering a variety of undergraduate and graduate degrees, including a PhD in Management. The Frank H. Sobey Faculty of Commerce is housed in a new facility, fully compatible with the latest advances in information technology. With 65 full time faculty and an enrollment of approximately 2,500 full and part time students pursuing B.Comm, MBA, EMBA and PHD degrees, it is the largest business programme in Atlantic Canada. In addition to being nationally known for its excellence in undergraduate teaching, the Faculty has also established an outstanding research record and a reputation for its international outreach. The Department of Accounting has a full-time teaching complement of thirteen, supported by approximately ten part-time instructors per semester. A wide range of courses in Financial and Managerial Accounting, Auditing, Information Systems, Taxation, International Accounting and Commercial Law are offered at both the undergraduate and graduate level. The Department graduates approximately 90 accounting majors per year. Although candidates of all nationalities are encouraged to apply, Canadian Immigration policy requires that priority consideration be given to qualified Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and people with disabilities. Saint Mary's University is located in the historic port city of Halifax, Nova Scotia, a vibrant urban community of over 300,000 people. Halifax is a major educational centre for Atlantic Canada and is home to five universities. It is conveniently located in relation to recreational areas and to other major urban centres in Canada and the Northeastern United States. For information about the University and Department, please see our website at http://www.stmarys.ca. Applicants should submit a letter of application, curriculum vitae and the names of three references to: Department of Accounting Search Committee, The Frank H. Sobey Faculty of Commerce, Saint Mary's University, Halifax, N.S. B3H 3C3, Telephone: (902) 420 5108, Fax (902) 420-5011, Email: nicola.young@stmarys.ca. The closing date for applications is December 1, 2002.

SAINT MARY'S UNIVERSITY — The Department of Accounting in the Frank H. Sobey Faculty of Commerce, Saint Mary's University invites applications for a tenure track position. The Appointment will commence July 1, 2003. Tenure-track appointments require strong teaching and research credentials, with an earned doctorate in hand or nearing completion at the time of appointment. Possession of a professional designation is also desirable. The Department has identified particular needs in the areas of management information systems and cost and managerial accounting. Saint Mary's is a public university with approximately 7,500 students, offering a variety of undergraduate and graduate degrees, including a PhD in Management. The Frank H. Sobey Faculty of Commerce is housed in a new facility, fully compatible with the latest advances in information technology. With 65 full time faculty and an enrollment of approximately 2,500 full and part time students pursuing B.Comm, MBA, EMBA and PHD degrees, it is the largest business programme in Atlantic Canada. In addition to being nationally known for its excellence in undergraduate teaching, the Faculty has also established an outstanding research record and a reputation for its international outreach. The Department of Accounting has a full-time teaching complement of thirteen, supported by approximately ten part-time instructors per semester. A wide range of courses in Financial and Managerial Accounting, Auditing, Information Systems, Taxation, International Accounting and Commercial Law are offered at both the undergraduate and graduate level. The Department graduates approximately 90 accounting majors per year. Although candidates of all nationalities are encouraged to apply, Canadian Immigration policy requires that priority consideration be given to qualified Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and people with disabilities. Saint Mary's University is located in the historic port city of Halifax, Nova Scotia, a vibrant urban community of over 300,000 people. Halifax is a major educational centre for Atlantic Canada and is home to five universities. It is conveniently located in relation to recreational areas and to other major urban centres in Canada and the Northeastern United States. For information about the University and Department, please see our website at http://www.stmarys.ca. Applicants should submit a letter of application, curriculum vitae and the names of three references to: Department of Accounting Search Committee, The Frank H. Sobey Faculty of Commerce, Saint Mary's University, Halifax, N.S. B3H 3C3, Telephone: (902) 420 5108, Fax (902) 420-5011, Email: nicola.young@stmarys.ca. The closing date for applications is December 1, 2002.

CONCORDIA UNIVERSITY — Tenure-track positions in Accountancy at the rank of Assistant, Associate or Full Professor effective June 1, 2003. Qualifications: A doctoral degree (completed or near completion) with concentration in Accounting. Duties: Teaching in any of the following areas: financial accounting, managerial accounting, auditing or taxation, mainly at the undergraduate level, and a commitment to research and scholarly publications. The normal course load is four courses per year. The regular academic terms are 13 weeks long, and start in September and January. Courses are also offered during the Summer term on an accelerated basis. Salary: Salaries are competitive and commensurate with qualifications and experience. These positions are subject to budgetary approval. The Department: The Department of Accountancy, located in beautiful Montreal, is the only department in Canada accredited by the AACSB — The International Association for Management Education. It is one of five departments in the John Molson School of Business. The department has 22 full-time faculty members, is one of the largest in the country, and has an established record of excellence in professional accounting education and academic research. The department offers courses at the undergraduate, Diploma, MBA and PhD levels. The John Molson School of Business offers a full range of programs at both the undergraduate and graduate levels. Graduate programs include an MSc. in Administration, an MBA program (with Executive and Aviation options), and a joint PhD program. The Faculty's programs are also accredited by the AACSB. Contact: Please contact Dr. Dominic Peltier-Rivest directly or send your complete application package by December 1st, 2002 to: Dr. Dominic Peltier-Rivest (drivest@mb.concordia.ca), Chair, Department of Accountancy, John Molson School of Business, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8 (Tel: 514-848-2778). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

ADDICTION RESEARCH

THE UNIVERSITY OF ALBERTA — The Addiction and Mental Health Research Laboratory (AMHRL), affiliated with the Centre for Health Promotion Studies and the Department of Public Health Sciences, invites applications for a 2-year Post-doctoral Fellowship. AMHRL adopts an interdisciplinary population health approach to studying addictions and has links to a variety of community partners, including the Alberta Alcohol and Drug Abuse Commission (AADAC), an agency of the Government of Alberta. The Post-doctoral Fellow will function as a junior partner in AMHRL, participating fully in research and related scholarly activities. The successful candidate will have access to AMHRL resources for data analyses and publication and will be expected to apply for independent salary funding. You will also collaborate with AADAC, who will provide up to $50,000 in tobacco research grant funds for applied, policy-relevant research focused on the prevention or cessation of tobacco use, or protection from exposure to environmental tobacco smoke. Minimum salary is $35,000 per annum. Applicants should have (a) strong research training in the social and/or health sciences, (b) a beginning record of publication, (c) research interest in addictions (e.g., tobacco control, alcohol misuse, injection drug use), human motivation, social control, and/or health psychology, and (d) strong analytical and methodological skills, as demonstrated in prior research. Applicants should send their C.V., a letter of application, representative samples of research, along with three letters of reference to: Dr. T. Cameron Wild, Addiction and Mental Health Research Laboratory, 13-133 Clinical Sciences Building, University of Alberta, Edmonton, Alberta, T6G 2G3, Canada. Ph: (780) 492-6752, Fax: (780) 492-9579, cam.wild@ualberta.ca.

Faculty of Law **University of Toronto**

Faculty Appointments Tenure Track Professorships

The University of Toronto, Faculty of Law invites applications from outstanding scholars for tenure track professorships at the level of assistant, associate or full professor to commence July 1, 2003.

Four positions are earmarked for scholars with demonstrated interests in the areas of electronic commerce; international law and development; international human rights; and environmental law, respectively. Endowed chairs have been established in the areas of electronic commerce and international law and development which may be filled during the search process, depending on the experience and qualifications of the successful candidates. The Faculty is also seeking outstanding scholars for non-earmarked positions.

Salary will be commensurate with experience and qualifications. A successful candidate will demonstrate excellence in both research and teaching. Applications should include a c.v.; copies of law and graduate transcripts; sample publications; a teaching dossier including course outlines, evaluations, and a research plan; and at least three letters of recommendation. Applications should be sent in hard copy to: **Kate Hilton, Secretary, Appointments Committee, Faculty of Law, University of Toronto, 84 Queen's Park, Toronto, Ontario, M5S 2C5.**

Electronic applications will not be accepted, and writing samples will not be returned. The competition closes on **November 15, 2002.** The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Université d' University of **Ottawa**

DEPARTMENT OF CELLULAR & MOLECULAR MEDICINE

The Department of Cellular and Molecular Medicine is embarking on the next phase of its research expansion. We are therefore seeking dynamic individuals to fill up to six tenure-track positions at the junior or senior level. Outstanding candidates will be eligible for Canada Research Chairs. Strong candidates using innovative approaches to study important biological problems in any field are invited to apply. Current research strengths in the Department range from Molecular Studies to Systems Biology and are focused on the fields of Neuroscience, Muscle Biology, Kidney Research and Growth and Development. Members of the Department have the opportunity to also interact with scientists from affiliated hospital based research institutes and Federal government agencies. Attractive start-up packages are available. Candidates will be expected to develop a vigorous and independent research program and to contribute to the teaching mission of the Department. Since the University of Ottawa is a bilingual institution, proficiency in both English and French would be an asset.

As Canada's National Capital, Ottawa is a vibrant and attractive city with a high standard of living. It has several cultural amenities and offers easy access to winter and summer outdoor activities.

Interested individuals are requested to submit a curriculum vitae, a list of at least three references and a statement of research interests to:

Dr. Bernard J. Jasmin
Professor and Chair
Department of Cellular and Molecular Medicine
Faculty of Medicine, University of Ottawa
451 Smyth Road, Ottawa, Ontario, Canada K1H 8M5

Applications will be accepted until the positions are filled.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Equity is a University of Ottawa policy; women, aboriginal people, members of visible minorities and persons with disabilities are invited to apply. More information on the Department can be obtained at: http://www.uottawa.ca/academic/med/ceilmed/

DÉPARTEMENT DE MÉDECINE CELLULAIRE ET MOLÉCULAIRE

Le Département de médecine cellulaire et moléculaire entreprend une nouvelle phase d'expansion de ses activités de recherche. À cette fin, nous cherchons des personnes dynamiques pour combler jusqu'à six postes menant à la permanence et de niveaux différents (professeur adjoint, agrégé ou titulaire). Les candidats exceptionnels et les candidates exceptionnelles seront admissibles au Programme des chaires de recherche du Canada. Les candidats et les candidates qui abordent des problèmes importants en biologie en utilisant des approches innovatrices sont invité(e)s à poser leur candidature, quel que soit leur champ principal d'intérêt scientifique. Les domaines de recherche qui font présentement la force du département vont des études moléculaires jusqu'à la biologie des systèmes, et ces domaines sont principalement centrés sur les neurosciences, la biologie des muscles, la recherche sur le rein ainsi que sur la croissance et le développement. Les membres du département interagissent également avec des scientifiques œuvrant pour des organismes gouvernementaux fédéraux et des instituts de recherche affiliés. Les nouvelles recrues pourront bénéficier de fonds de démarrage très intéressants. Les candidats et les candidates sélectionné(e)s devront mettre sur pied un solide programme de recherche indépendant et contribuer à la mission d'enseignement du département. Comme l'Université d'Ottawa est une institution bilingue, la connaissance de l'anglais et du français constitue un atout.

Ottawa, la capitale du Canada, est une ville intéressante regorgeant d'activité et où le niveau de vie est élevé. On y trouve plusieurs organismes culturels et on peut aussi y pratiquer facilement de nombreuses activités de plein air en hiver comme en été.

Les personnes intéressées à postuler sont priées de faire parvenir leur curriculum vitae, une liste de trois références et un sommaire sur leurs intérêts de recherche à : **Dr Bernard J. Jasmin, Professeur et directeur, Département de médecine cellulaire et moléculaire, Faculté de médecine, Université d'Ottawa, 451 chemin Smyth, Ottawa, Ontario, Canada K1H 8M5.** Les candidatures seront acceptées jusqu'à ce que les postes soient comblés.

En accord avec les exigences canadiennes d'immigration, cette annonce s'adresse d'abord, mais non exclusivement, aux personnes ayant la citoyenneté canadienne ou le statut de résident permanent. L'Université d'Ottawa pratique l'équité en matière d'emploi et invite les femmes, les membres des minorités visibles, les Autochtones et les personnes handicapées à postuler. On trouvera plus de renseignements sur le département à l'adresse suivante : http://www.uottawa.ca/academic/med/ceilmed/.

AD INDEX

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B4 CELL BIOLOGY
CHEMISTRY
B5 CHINESE APPLIED LINGUISTICS
CLASSICS
COMMERCE & BUSINESS ADMINISTRATION
COMMUNICATION (English)
B6 COMMUNICATION (Français)
COMMUNITY DEVELOPMENT
COMPUTER SCIENCE
CULTURAL STUDIES
DEVELOPMENTAL *PSYCHOLOGY*
DRAMA
ECONOMICS
B7 EDUCATION
B12 ENGINEERING
B13 ENGLISH
B14 ETUDES ANCIENNES
ÉTUDES FRANÇAISES
EXERCISE SCIENCE
FILM STUDIES
FINE ARTS
B15 FRANÇAIS
FRENCH STUDIES
GEOGRAPHY
HISPANIC STUDIES
HISTOIRE
HISTORE DE L'ART
HISTORY
B21 HISTORY OF ART
HUMAN KINETICS
INFORMATION TECHNOLOGY
B21 INTERNATIONAL DEVELOPMENT STUDIES
ITALIAN STUDIES
B24 JAPANESE APPLIED LINGUISTICS
JOURNALISM
KINESIOLOGY
LANGUAGES & LITERATURES
LAW
LAW LIBRARY
LIBERAL ARTS
LIBERAL STUDIES
MANAGEMENT
MANAGEMENT SCIENCE
MARKETING
B25 MATHEMATICS
B26 MATHEMATICS & STATISTICS
MATHÉMATIQUE ET STATISTIQUE
MEDIA STUDIES
MEDICINE
MODERN LANGUAGES
MUSIC
NATIVE AMERICAN STUDIES
B27 NEUROSCIENCE
NURSING
NUTRITION
OPTOMETRY
PHILOSOPHY
PHYSICS
B28 PHYSICS & ASTRONOMY
POLITICAL SCIENCE
B29 PSYCHOLOGY
RELIGIOUS STUDIES
SCIENCE & TECHNOLOGY STUDIES
B30 SCIENCE ÉCONOMIQUE
SCIENCES DES RELIGIONS
SOCIAL SCIENCES
SOCIAL WORK
SOCIOLOGY
SPANISH
B31 TECHNOLOGIE OE L'INFORMATION
THEOLOGICAL STUDIES
VETERINARY MEDICINE
VISUAL ARTS
ACCOMMODATIONS

Answer to Homework!

From page A7. A key observation is that Baldur will pass every chair on the lift; he sees the chair immediately behind his first, and when he is almost at the top, he will see on the way down the seat immediately in front of his own. Since he sees 35 chairs on the way up, there are 36 chairs including his own on the lift. These 36 chairs make a complete circuit of the lift every six minutes (360 seconds), so 10 seconds elapse between seats at the platform where people get on and off.

ADMINISTRATIVE STUDIES

YORK UNIVERSITY — The School of Administrative Studies is the largest undergraduate business program in Canada, currently with over 3,000 students and approximately 28,000 course registrations annually. Applications are invited for up to 10 tenure stream appointments in all functional disciplines including administrative studies, accounting, finance, marketing, management, auditing, management information systems, human resource management, and e-business. The positions are at the assistant and associate professor levels. A secondary interest in tax, management science/quantitative methods and organizational behaviour will be considered an asset. Applicants require a PhD or be ABD (in some cases an LLM) in the functional area of appointment. Applicants must be able to demonstrate promise of both competency in the classroom and the potential to mount and maintain an active research agenda related to their teaching area. Applications are also invited for up to 10 contractually limited one-year appointments in all functional disciplines. While a doctorate is preferred, applications will also be considered from individuals with Masters Degrees. Some disciplines additionally require professional designations. Since these appointments carry primarily teaching responsibilities, applications will be expected to show complete details of teaching competency including specific courses taught and summaries of teaching evaluations. It would be helpful if applicants referred to the Atkinson Faculty of Liberal and Professional Studies Calendar on the University's website http://calendars.registrar.yorku.ca/calendars/2002-2003/atkinson.htm and specifically list which courses they felt competent to teach. A letter of application, a curriculum vitae, and three confidential letters of recommendation should reach the Director by November 30, 2002 or until filled. Dr. Brian Gaber, Director, School of Administrative Studies, 282 Atkinson, email bgaber@yorku.ca, phone 416 736 5210, fax 416 736 5963. For all positions the letter of application should have appended a curriculum vitae and the names of three referees. Please ensure the application letter identifies the functional area of business the application relates to, and explicitly states whether the application is for a tenure stream or contractually limited appointment. Applications will be accepted until November 30, 2002 or until filled.

ANTHROPOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Anthropology and Sociology invites application for a tenure-stream Professorship in Medical Anthropology, rank open, effective July 1, 2003, subject to final budgetary approval. We seek a medical anthropologist, with a PhD in Anthropology, specializing in the social and cultural dimensions of international health and comparative health systems, who demonstrates commitment to excellence in research, publication and teaching. Preference will be given to individuals whose ethnographic work is in a Pacific Rim society. The department enjoys strong collaborative relationships with a broad range of health and human service programmes at UBC. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however, Canadians and permanent residents of Canada will be given priority. Applications should include a curriculum vitae, letters of reference from three referees (sent under separate cover), two samples of written work, and a summary of current and future research interests, and should be sent by November 30, 2002 to: Dr. David Pokotylo, Head, Department of Anthropology & Sociology, The University of British Columbia, 6303 N.W. Marine Drive, Vancouver, BC, V6T 1Z1

THE UNIVERSITY OF LETHBRIDGE — The Department of Anthropology at the University of Lethbridge seeks to make one probationary (tenure track) appointment at the rank of Assistant Professor to begin 1 July 2003, as well as one limited term appointment to begin 1 August 2003. Both positions are subject to budgetary approval. The positions are open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. Applicants, who should hold a PhD or be near completion, should demonstrate a strong potential for research and publication in socio-cultural anthropology, with a visible commitment to teaching. The positions are topically and geographically open, but preference may be given to candidates with field-based experience in Africa, Latin America, or with Native American First Nations, as well as to those whose topical interests complement those of the department. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. New Faculty are eligible for university funding in support of research and scholarly activities. The University is an equal opportunity employer and offers a non-smoking environment. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrollment of approximately 7,000 students. Our focus on liberal education, selected professional programs, smaller classes, co-op placements and involvement of students in faculty research provides the very best education available. For more information about the University please visit our web site at www.uleth.ca. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and publications reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Dr. Hilary Rodrigues, Chair, Department of Anthropology, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4, Telephone (403) 329-2598, Fax (403) 329-5109, or E-mail: rodrigues@uleth.ca. The closing date for applications is December 31, 2002.

McGILL UNIVERSITY — The Department of Anthropology seeks applications for a tenure-track Assistant Professor of prehistoric archaeology. Applicants should have PhD in hand and outstanding records in both research and teaching. Demonstrated expertise in both theory and methods as well as a track record of refereed publications is required. Geographical, temporal, and thematic specializations are open, but an emphasis on gender studies, and/or innovative approaches to archaeological analysis is desirable. The ability to involve both graduate students and undergraduates in an ongoing field project is also a priority. Although instruction at McGill is in English, knowledge of French is an asset. We are looking for someone who can carry our archaeology program forward in the 21st century. Applications received by October 31, 2002 are assured consideration. Will interview in Winter, appointment August 1, 2003. McGill is committed to equity in employment. As required by immigration law, this ad is directed in the first instance to citizens and permanent residents of Canada, although other nationalities may apply at the same time. Applications and inquiries should be addressed to: Prof. Bruce Trigger, Chair, Archaeology Search Committee, Department of Anthropology, McGill University, 855 Sherbrooke St. West, Montreal, Que. Canada H3A 2T7. Email: bruce.trigger@mcgill.ca

APPLIED HUMAN SCIENCE

CONCORDIA UNIVERSITY — The Faculty of Arts & Science has up to four tenure-track positions available, in the fields of Applied Life Span Development, Group Processes, Leisure Sciences and Therapeutic Recreation. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm.

APPLIED MATHEMATICS

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Applied Mathematics at The University of Western Ontario (http://www.apmaths.uwo.ca/) invites applications for a probationary (tenure-stream) junior faculty position, in conjunction with an Associate Member position at the nearby Perimeter Institute for Theoretical Physics in Waterloo, Ontario (http://www.perimeterinstitute.ca). It is anticipated that this appointment will be at the Assistant Professor level, but exceptional candidates may be considered for an appointment as Associate Professor. This joint position with Perimeter Institute would be expected to commence on September 1, 2003. We seek an outstanding young researcher with a proven excellence for research in one or more of the following fields: theoretical elementary particle physics, quantum field theory (including string theory), quantum gravity, cosmology, and quantum information theory. The position will entail active research collaboration with theoretical physicists in the Department of Applied Mathematics at The University of Western Ontario as well as with researchers at Perimeter Institute. The position will also entail active participation in the activities of the Department of Applied Mathematics, including the supervision of graduate students and teaching at the graduate and undergraduate levels. Applications, including curriculum vitae, names of three referees along with a description of research accomplishments should be received prior to January 1, 2003 by: Dr. Robert Corless, Chair, Department of Applied Mathematics, Western Science Centre, The University of Western Ontario, London, Ontario N6A 5B7, Canada, email: rcorless@uwo.ca. Position is subject to budgetary approval. All qualified candidates are encouraged to apply, however Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and man including visible minorities, aboriginal people and persons with disabilities.

THE UNIVERSITY OF BRITISH COLUMBIA — The Mathematics Department is seeking candidates for at least one tenure-track Assistant Professorship, subject to funding, with a starting date of 1 July 2003. Exceptional candidates at the Associate Professor or Professor level may be considered. Applicants must have an outstanding research record in one of the following areas: Mathematical Economics and Finance, Scientific Computing, Fluid Mechanics, Industrial Applied Mathematics and Control Theory. Applicants are expected to have demonstrated interest and ability in teaching. The successful applicant is expected to interact with related research groups in the Mathematics Department. A number of strongly collaborative industrial mathematics projects are ongoing within the Department, in conjunction with the Pacific Institute for the Mathematical Sciences (PIMS) and the MITACS Network of Centres of Excellence. The Department of Mathematics has a fully equipped state of the art rheology laboratory with excellent facilities for both computational and experimental research. The salary will be commensurate with experience and research record. Applicants should send a current CV including a list of publications, statement of research and teaching interests, and should arrange for three letters of reference to be sent directly to: Head Department of Mathematics, University of British Columbia, #121-1984 Mathematics Road, Vancouver, B.C. Canada V6T 1Z2. Applications must be received before November 27, 2002. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however Canadian citizens and permanent residents will be given priority.

THE UNIVERSITY OF WATERLOO — Applications are invited for a tenure-track faculty position in the Department of Applied Mathematics at the University of Waterloo, to begin on or after July 1, 2003. Applicants should show evidence of outstanding ability in both research and teaching, should have a strong mathematical background and have an active interest in applications of their discipline in science or engineering. We are interested in applicants whose area of research is either control theory or fluid mechanics. Salary and rank, at the Assistant or Associate Professor level, will be commensurate with experience and research record. Applicants should send a curriculum vitae (including a statement of research interests and two recent research articles) and the names and addresses of at least three references to J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The deadline for receiving applications is November 30, 2002. Applications received after this date will be considered only if the position has not been filled. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, form the Faculty of Mathematics, which is a large centre of research in the mathematical sciences. There are also close collaborations with the Faculties of Engineering and Science in the University and with the nearby Perimeter Institute of Theoretical Physics. The research areas in the department are Control Theory, Differential Equations & Dynamical Systems, Digital Signal Processing, Fluid Mechanics & Biomechanics, Quantum Theory, Relativity & Cosmology, and Scientific Computation. Further information about the department may be obtained from our webpage at www.math.uwaterloo.ca/AM_Dept/homepage.html. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. All qualified candidates are encouraged to apply; however Canadian and permanent residents will be given priority.

THE UNIVERSITY OF WATERLOO — The Department of Applied Mathematics at the University of Waterloo invites applications for appointment of a junior (Tier II) Canada Research Chair (CRC) in the broad area of Scientific Computation. The CRC Program has been established with the objective of enabling Canadian universities to foster research excellence by attracting the best researchers from both within and outside Canada. Further details on the CRC program may be viewed at www.chairs.gc.ca. The Department of Applied Mathematics, one of five Departments in the Faculty of Mathematics at the University of Waterloo, is an active centre of research, with interests in a wide variety of areas, including Control Theory, Dynamical Systems, Electroacoustics, Fluid Mechanics, Ordinary and Partial Differential Equations, Quantum Theory, Relativity, and Scientific Computation. There are also close collaborations with the Faculties of Engineering and Science in the University. Further information about the department may be obtained from www.math.uwaterloo.ca/AM_Dept/homepage.html. The Department is seeking an individual with an outstanding research reputation, who will play a leading role in the expansion of its activities in Scientific Computation, and contribute to the development of the proposed Centre for Computational Mathematics and Mathematical Software in the Faculty of Mathematics. The successful applicant will have a strong mathematical background with emphasis on computation, and significant experience in one or more application areas. The potential to establish an active research group of graduate students and postdoctoral fellows, and to initiate interactions with researchers in departments in the Faculties of Science and Engineering, are also essential requirements. Applications complete with a curriculum vitae and the names of three references, should be sent to: Dr. J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, ON, Canada N2L 3G1. Applications will be considered at any time until the position is filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

THE UNIVERSITY OF WATERLOO — Applications are invited for a tenure-track position in the Department of Applied Mathematics, University of Waterloo, Ontario, Canada, in the area of scientific computing and computational mathematics, to begin on or after July 1, 2003. Applicants should show evidence of outstanding ability in both research and teaching, and should have a strong mathematical background. Applicants should have as their primary interest the development and analysis of algorithms, methods and software for the effective computer solution of fundamental problems in scientific computation including, but not limited to, the numerical solution of ordinary and partial differential equations, control theory and fluid mechanics. The successful applicant will be expected to conduct research, supervise graduate students, teach courses in computational mathematics, and teach mathematics courses to mathematics, computer science, engineering and science majors. Salary and rank, at the Assistant or Associate Professor level, will be commensurate with experience and research record. Applicants should send a curriculum vitae (including a statement of research interests and two recent research articles) and the names and addresses of at least three references to J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Ontario, Canada N2L 3G1. The deadline for receiving applications is November 30, 2002. Applications received after this date will be considered only if the position has not been filled. The above position is being advertised, in conjunction with similar ones across the Faculty of Mathematics, as part of a major expansion in the area of scientific computing and computational mathematics. The expansion will include the creation of a Centre for Computational Mathematics in Industry & Commerce, which will oversee the development of a new program in computational mathematics at the undergraduate level, and a significant expansion of graduate studies in the area. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, form the Faculty of Mathematics. The active research areas in the department are Control Theory, Differential Equations & Dynamical Systems, Digital Signal Processing, Fluid Mechanics, Quantum Theory, Relativity & Cosmology, and Scientific Computation. There are also close collaborations with the Faculty of Engineering and the Faculty of Science in the University. Further information about the department may be obtained from our webpage at www.math.uwaterloo.ca/AM_Dept/homepage.html. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. This appointment is subject to the availability of funds.

ARCHIVAL STUDIES

THE UNIVERSITY OF BRITISH COLUMBIA — Canada Research Chair on Authenticity of Electronic Records as Sources For Research. The School of Library, Archival and Information Studies at the University of British Columbia invites applications for a tenure-track assistant or associate professor position with a specialization in the study of electronic records. This position will be designated as a Tier II Canada Research Chair. This prestigious position will be funded through the federal government program, with access to support appropriate to the program and goals. It is planned that this position will be associated with the Centre for the International Study of Contemporary Records and Archives (CISCRA) already approved by the University and with a major international research group studying long-term preservation of electronic records of artistic, scientific, and governmental endeavour (the InterPARES project), which is directed from the University. The successful candidate will be expected to take part in interdisciplinary research on electronic records and teach courses in the School. Possible areas for teaching are long-term preservation of electronic records, the legal framework affecting access and copyright of digital sources, and authenticity of sources from multi-disciplinary perspectives. Applicants are expected to have a PhD degree in archival studies or in a discipline relevant to research on electronic records with a demonstrated record of exceptional research. To apply, please send a curriculum vitae, list of publications, a short statement of research interests, selected reprints, and names of three referees to Professor Terence Eastwood, Acting Director, School of Library, Archival and Information Studies, The University of British Columbia, 1956 Main Mall, Vancouver, B.C., V6T 1Z1. The position will be open until filled. The University of British Columbia hires on the basis of merit, and it is committed to employment equality. We encourage all qualified persons to apply. There is no restriction with regard to nationality or residence, and the position is open to all candidates. Offers will be made in keeping with immigration requirements associated with the Canada Research Chairs program.

ART HISTORY

McMASTER UNIVERSITY — The School of the Arts and the Department of History invites applications for a tenure-track appointment in the history of art at the Assistant Professor level. The current minimum salary for an Assistant Professor is $46,456. The starting date for the appointment is July 1, 2003. The successful candidate will have a PhD, in a relevant discipline, with a specialization in seventeenth and eighteenth (early modern) century European art, teaching experience, and a record of scholarly publication. Duties will include advanced undergraduate courses in seventeenth and eighteenth century art, as well as participation in a freshman survey and a fourth-year seminar. Opportunities to participate in graduate teaching and supervision would exist as part of the joint-appointment status in History. Applications, including curriculum vitae, and letters from three referees and samples of publications should be sent to: Dr. Ken Cruikshank, Associate Professor and Interim Chair (2002-03), Department of History, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4M2, Email: cruiksha@mcmaster.ca. Applications received before January 1, 2003 will be assured of consideration. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

CONCORDIA UNIVERSITY — The Department of Art History invites applications for a crafts and decorative arts historian, a tenure-track position at the Assistant Professor level, this to be filled by 1 June, 2003. Candidates must hold a completed PhD, have teaching experience at the post secondary level, and have a demonstrated ability to conduct and disseminate innovative research. Successful candidates will be expected to teach undergraduate and graduate courses, and from the outset to assist in the supervision of M.A. students who are undertaking theses in North American art and architecture. They should be able to function in the bilingual environment of our new doctoral programme, offered in collaboration with three other Quebec universities, by being able to read and communicate in both English and French. Committed to a curriculum that actively acknowledges the diversity of methods in the discipline of art history and theory, we are seeking art historians who share this orientation and who also appreciate the possibilities opened up by the fact that the Department is situated within the largest Faculty of Fine Arts in Canada. The Department is interested in art historians who are active in a variety of fields and approaches within the discipline. We shall look

Brock University

thrive

Careers begin here!

Located at the centre of Canada's beautiful Niagara Peninsula in Ontario, one hour from Toronto, Brock offers strong undergraduate, graduate and interdisciplinary programs that include co-op and other experiential learning opportunities to a student population of 12,000.

Brock celebrates the success of its 44,000 alumni who enjoy one of the highest employment rates among graduates from Ontario's universities.

All positions are probationary, tenure-track at the rank of Assistant Professor (unless otherwise specified) and are to take effect July 1, 2003, subject to final budgetary approval.

Applicants for all the above positions should submit a letter of application (indicating file number, if applicable), curriculum vitae, selected reprints/preprints of publications, evidence of teaching ability, and arrange for three letters of reference to be sent to the person specified.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified men and women candidates are encouraged to apply.

For more information, go to the Web site listed at the right:

The Faculty of Business consists of two departments, the Department of Accounting and Finance and the Department of Management, Marketing and Human Resources. The Faculty of Business, which has approximately 50 full-time members, offers a Bachelor of Business Administration (BBA) degree and a Bachelor of Accounting (BACC) degree, each with a co-op option, as well as a Masters of Accountancy with specialized courses in Finance. An MBA program is being introduced in 2003. More information on Brock University can be found on the University's Web site: www.brocku.ca.

HUMAN RESOURCE MANAGEMENT

Qualifications include a PhD or equivalent (completed or near completion) in Human Resource Management or related areas. A Certified Human Resources Professional is desired. Duties include research and teaching courses at the undergraduate and graduate level in Strategic Human Resource Planning, Human Resource Information Management or other Human Resource Management courses.

MARKETING

Qualifications include a PhD or equivalent (completed or near completion) in Marketing, specialty in Distribution Channels and/or New Product, B2B or Promotion/advertising is desired. Duties include research and teaching at the undergraduate and graduate level in Distribution channels, Industrial marketing, New product development or other Marketing courses.

Applications will be accepted until the above two positions are filled and should be submitted, with curriculum vitae and the names and addresses of three referees, to:

Dr. Eli Levanoni, Chair
Department of Management, Marketing and Human Resources
Faculty of Business
Brock University
St. Catharines, ON Canada L2S 3A1
E-mail(preferred)
elevanon@spartan.ac.brocku.ca

www.brocku.ca/hr/careers

closely at individuals who are concerned with more than one form of production, these drawn from the full range of traditional and "new" forms of crafts and decorative arts. If you are interested in applying for this position, please send a letter of application, a curriculum vitae, a teaching dossier, and letters of recommendation from at least three people to Dr. Lorne Leeney, Chair, Department of Art History, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec H3G 1M8 by January 30, 2003 You will be contacted should any clarifications be required or should you be invited for an interview in Montreal, a process to include a public lecture in the Department. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal people, visible minorities and persons with disabilities.

McGILL UNIVERSITY invites applications for a full-time tenure-track, cross-rank professor position in Art History with specialization in Canadian art, beginning in August 2003. Preference will be given to specialists who have a comparative view of Canadian art, with emphasis on art of the Americas. The successful candidate will be asked to teach and advise at the undergraduate and graduate (MA and PhD) levels, and to conduct scholarly research. Participation in normal committee work and other aspects of university life is also required Candidates should have an understanding of methodology, critical theory, and current developments in art historical studies They must hold a completed PhD and have teaching experience. Knowledge of French is an asset. Please send statements of research programme, teaching philosophy and course evaluations, along with a curriculum vitae and two letters of recommendation to Dr. Christine Ross, Chair, Department of Art History and Communication Studies, McGill University, Arts Building, 853 Sherbrooke Street West, Montreal, (Quebec), H3A 2T6 Application deadline is November 25, 2002, or until positioned filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

McGILL UNIVERSITY invites applications for a full-time tenure-track, cross-rank professor position in Art History with specialization in Late-Renaissance, 17th- and 18th-century European art, beginning in August 2003. The successful candidate will be asked to teach and advise at the undergraduate and graduate (MA and PhD) levels, and to conduct scholarly research. Participation in normal committee work and other aspects of university life is also required Candidates should have an understanding of methodology, critical theory, and current developments in art historical studies. They must hold a completed PhD and have teaching experience. Knowledge of French is an asset. Please send statements of research programme, teaching philosophy and course evaluations, along with a curriculum vitae and two letters of recommendation to Dr. Christine Ross, Chair, Department of Art History and Communication Studies, McGill University, Arts Building, 853 Sherbrooke Street West, Montreal, (Quebec), H3A 2T6. Application deadline is November 25, 2002, or until positioned filled. All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority. McGill University is committed to equity in employment

BIOCHEMISTRY

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Biochemistry has openings for two limited-term or probationary appointments at the rank of Assistant Professor, although outstanding applicants at a higher level will be considered for a possible tenured appointment The Department of Biochemistry has a total of 21 full time faculty, numerous cross and joint appointees, and 70 graduate students (www.biochem.uwo.ca). Research is intensively focused on the themes of Macromolecular Structure, Genome Dynamics and Expression, Intracellular Communication, and Human Molecular Genetics The atmosphere in the Department is collegial, and there are many opportunities for collaboration. The Department is equipped with state-of-the art facilities in mass spectrometry, NMR spectroscopy, confocal microscopy, and macromolecular crystal structure determination, and is an integral part of the London Regional Proteomics Centre and the London Regional Genomics Centre. Applicants must have a PhD (or equivalent) and appropriate postdoctoral experience. Areas for recruitment include the following: (i) Molecular biochemical/genetic studies of a basic cellular process — preferably in a model system that permits modern genetic and biochemical approaches (ii) Development / application of proteomics or proteomic strategies to elucidate mechanisms underlying fundamental biological processes, especially those related to either disease states or control of cell proliferation. (iii) Protein folding or three dimensional structure determination with an emphasis on proteins involved in neural cellular signalling and communication, genetics, neural development, protein trafficking or pharmacological interactions pertaining to human neurological diseases. (iv) Protein crystallography. The successful candidates will be expected to establish independent, externally funded research programs, and to collaborate with other research groups The successful candidate will be expected to participate in the teaching programs of the Department. Interested candidates should send their curriculum vitae, a description of research accomplishments, relevant publications, names of three references, and a proposal for future research to: Dr. T.C.Y. Lo, Department of Biochemistry, Medical Sciences Building, The University of Western Ontario, London, Ontario N6A 5C1. Applications will be accepted until all positions are filled. Positions are subject to budgetary approval. All qualified candidates are encouraged to apply, however, Canadian Citizens and Permanent Residents will be given priority The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities

BIOINFORMATICS

THE UNIVERSITY OF WESTERN ONTARIO seeks to fill two prestigious Canada Research Chair Positions in the area of Bioinformatics at the senior and junior levels Western, one of Canada's leading research-intensive universities, seeks to build on existing expertise in computer science, medicine, biology and engineering to position the university as a world leader in Bioinformatics. The University of Western Ontario provides an exceptional multi-disciplinary bioinformatics research environment: It is home to the London Regional Genomics Centre and the London Regional Proteomics Centre, offering state-of-the-art facilities for genomics and proteomics research. In addition, the University is uniquely positioned as the lead organization in SHARCNET, the regional Shared Hierarchical Academic Research Network, with its outstanding platform for development and deployment of distributed computing. (See www.bioinformatics.uwo.ca for details). The successful senior candidate would normally be appointed at the rank of full professor with tenure in the Department of Computer Science as a Tier 1 Canada Research Chair. The successful candidate must have demonstrated an exceptional record of independently funded research. The successful junior candidate would normally be appointed to a Probationary position at the rank of assistant or associate professor in the Faculty of Medicine & Dentistry as a Tier 2 Canada Research Chair. With over 3,000 graduate students within a full-time enrollment of about 25,000, The University of Western Ontario is a research-intensive university with a full range of academic and professional programs. The university campus is located in London, a city of 340,000, located midway between Toronto and Detroit With parks, tree-lined streets and bicycle trails, London is known as the "Forest City" London boasts an international airport, galleries, theatre, music and sporting events as would be expected of a larger center (see www.city.london on ca). Nominations or direct applications are sought until the positions are filled. Consideration of applications will begin November 1, 2002. Please send a detailed curriculum vitae and a statement of research interests to: Dr. Duncan H. Hunter, Co-Chair, Bioinformatics CRC Nomination Committee, Offices of the Dean of Science and Dean of Medicine & Dentistry, Western Science Center 162, The University of Western Ontario, London Ontario, Canada N6A 5B7 The successful candidate will be expected to participate in teaching at the undergraduate and graduate level and to maintain an ongoing program of independently funded research As appropriate, assistance will be provided in helping to locate suitable spousal employment. Positions are subject to budgetary approval All qualified candidates are encouraged to apply, however Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

BIOLOGICAL SCIENCES

THE UNIVERSITY OF ALBERTA — The Department of Biological Sciences invites applications for a tenure-track position at the Assistant Professor level in the genetics of vertebrate development. This appointment will be made under the auspices of the Canada Research Chairs Program (Tier II; http://www.rgo.ualberta.ca/crc.html). The Department of Biological Sciences in the Faculty of Science is a broadly-based department with strong research groups in genetics, cell and developmental biology. For additional information about the Department see: http://www.biology.ualberta.ca/ Applicants should have research expertise addressing questions fundamental to animal development and have potential for excellence in teaching. The research of our 73 faculty members and 270 graduate students is supported by excellent facilities, including an aquatic biology facility, a molecular biology service unit, a fully equipped microscopy unit and an animal care facility. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Candidates should submit a curriculum vitae, one-page summary of research plans and reprints of their three most significant publications electronically to positions@biology.ualberta.ca or by mail to Dr. L.S. Frost, Acting Chair, Department of Biological Sciences, CW 405 Biological Sciences Bldg, University of Alberta, Edmonton, Alberta, Canada T6G 2E9 Applicants must also arrange for three letters of reference to be sent to the Chair Closing Date: November 1, 2002. The effective date of employment will be July 1, 2003. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

BIOLOGY

UNIVERSITY OF TORONTO at SCARBOROUGH — The Division of Life Sciences invites applications for a tenure-stream position in Cell Biology. Any area of eukaryotic cell biology will be considered. Applicants must have a PhD (or equivalent) and one or more years of postdoctoral experience, demonstrated excellence in research and evidence of strong potential for excellence in teaching The successful candidate will be expected to develop a strong research program and to take an active role in both undergraduate and graduate teaching. For information on research and teaching strengths in the Division, please consult the Divisional website: http://www.utsc.utoronto.ca/~lifesci/index.html. Interested applicants should submit a complete curriculum vitae (that should include individual statements of research and teaching interests) and a copy of recent reprints, and arrange to have three letters of recommendation (including comments on teaching ability, publications and research potential) sent from the referees. All materials should be addressed to: Professor James W. Gurd, Chair, Cell Biology Search Committee, Division of Life Sciences, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario, M1C 1A4 Closing date for applications is November 22, 2002. The appointment will be at the Assistant Professor level, and salary will be commensurate with qualifications. The position will be effective July 1, 2003. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position.

UNIVERSITY OF TORONTO at SCARBOROUGH — The Division of Life Sciences seeks a candidate for a new position in Wildlife or Conservation Biology This is a tenure-stream position at the level of Assistant Professor. Applicants must have a PhD (or equivalent), and preferably some postdoctoral experience, demonstrated excellence in research and evidence of strong potential for excellence in teaching The successful candidate will be provided with significant start-up funds, and will be expected to secure external research support and to establish an active research laboratory. Teaching responsibilities will comprise a standard load of 1.5 full course equivalents per year in courses that contribute to proposed new co-op and non-co-op programmes in Conservation Biology and to the major and specialist programmes in Integrative Biology Preference will be given to those whose work integrates ecology, behaviour, or evolution with conservation biology For information on research and teaching strengths in the Division, please consult the Divisional website: http://www.utsc.utoronto.ca/~lifesci/index.html. Interested applicants should submit a complete curriculum vitae (that should include individual statements of research and teaching interests) and a copy of recent reprints, and arrange to have three letters of recommendation (including comments on teaching ability, publications and research potential) sent from the referees. All materials should be addressed to: Professor James W. Gurd, Chair, Cell Biology Search Committee, Division of Life Sciences, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario, M1C 1A4 Closing date for applications is November 22, 2002. The appointment will be at the Assistant Professor level, and salary will be commensurate with qualifications. The position will be effective July 1, 2003. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position.

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WILFRID LAURIER UNIVERSITY — The Department of Biology invites applications for a tenure-track appointment in animal behaviour and ecology at the rank of Assistant Professor, to begin July 1, 2003, subject to budgetary approval The appointee will be expected to teach an introductory course in ecology and to develop senior courses in advanced, evolutionary, and behavioural ecology. Applicants should have a PhD, evidence of commitment to and superior ability in teaching, as well as an active program of research with strong potential for external funding. Post-doctoral experience is desirable. The Department has expertise in plant and animal anatomy and physiology, systematics, cell biology, genetics, toxicology, and aquatic ecology. Research facilities are being enhanced by the new Laurier Science Research Centre, which will be ready for occupancy in the fall of 2003. More information about the Department may be found at: http://www.wlu.ca/~wwwbiol/. Applications should contain a curriculum vitae, three representative reprints, a summary of research objectives and teaching experience, and the names and addresses of information for three referees Send applications and all supporting documentation by December 1, 2002 to: Dr. Jane E Rutherford, Chair, Department of Biology, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5, Email: jrutherf@wlu.ca, fax: 519-746-0677 All qualified candidates are encouraged to apply However, priority will be given to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people

CONCORDIA UNIVERSITY — The Faculty of Arts & Science has one tenure-track position available in Genomics. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm.

CONCORDIA UNIVERSITY — The Faculty of Arts & Science is looking for one senior Canada Research Chair in Genomics. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm.

THE UNIVERSITY OF REGINA — The Department of Biology invites applications for a tenure-track position at the Assistant or Associate Professor level, effective July 1, 2003 (subject to budgetary approval). Candidates must have a recent PhD, at least one year of postdoctoral experience and a productive research record The Department of Biology is actively developing areas of strength in environmental biology and molecular/cell biology Preference will be given to individuals who employ molecular or cellular techniques in their research on microbial systems. As well as establishing an externally-funded research program, the successful candidate will be expected to participate in the teaching of undergraduate and graduate classes, and develop an advanced course in his/her area of expertise Start-up research funds will be provided. The new appointee can expect a reduced teaching load in the first two years. Submit a letter of application, outlining research goals, a summary of teaching experience and a curriculum vitae to Dr. W. Chapco, Head, Department of Biology, University of Regina, Regina, SK, S4S 0A2 Canada (Fax: 306-337-2410, Phone: 306-585-4231; Email: chapco@uregina.ca). Candidates should arrange to have at least three letters of reference sent to the address above. The closing date for applications is December 31, 2002. For further information see our website http://www.uregina.ca/biology/; http://www.uregina.ca/biology/faculty/employmentOpport.htm. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Regina is committed to employment equity.

BIOMECHANICS

ST. FRANCIS XAVIER — The Department of Human Kinetics invites applications for a full-time tenure-track position in Biomechanics at the rank of assistant professor. The appointment will be effective July 1, 2003 The successful applicant is expected to teach undergraduate courses in biomechanics, in combination with ergonomics or a related subject area in addition to teaching, the successful candidate will be expected to carry on an independent research program. Applicants must demonstrate a record of, or show potential for, excellence in both teaching and research Candidates are expected to have completed, or be nearing completion of a PhD degree Applications will include a letter of application, a curriculum vitae, a description of teaching and research interests, a sample of scholarly work, teaching evaluations or other evidence of teaching effectiveness, and three letters of reference The applicant should arrange to have all materials, including the letters of reference, sent to Dr. Roy Rasmussen, Chair, Department of Human Kinetics, St Francis Xavier University, Antigonish, Nova Scotia B2G 2W5 All materials should be received by February 1, 2003 Applications will start being considered after this date and will continue until the position is filled. StFX University is an equal opportunity employer and encourages applications from all qualified persons In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is dependent upon budgetary approval.

BUSINESS

THE UNIVERSITY OF WESTERN ONTARIO — The Richard Ivey School of Business is recognized world wide for the quality of its management education. The School's major programs include a highly regarded MBA program; a small, very selective undergraduate program, a well-established doctoral program; as well as an expanding portfolio of programs for executives including a traditional Executive MBA program and Executive program delivered via videoconferencing The School maintains an international orientation in research, curricula, faculty recruiting and student exchanges. High quality scholarly research as well as research dealing with issues of interest to practicing managers is actively encouraged and generously supported Excellence in teaching is also highly valued. The faculty is collegial and engages in interdisciplinary and collaborative research. The Ivey School is also embarking on a substantial program of teaching and research activities in Asia One probationary (tenure track) or tenured position at open rank in the Global Environment of Business (GEOB) area group is available to begin in July 2003. Candidates for a tenure track position must have a PhD or equivalent or be close to completion. Candidates for a tenured appointment must have a PhD. The successful candidate will teach in a core MBA and/or HBA course that will require expertise in analyzing the interface between businesses and their external environments around the world. Consideration of the formal political and legal institutional arrangements, the informal social and cultural institutional settings, and the other organizations operating in countries and trading areas that affect business operations is a central focus of the course. A managerial perspective that considers how these and related micro and macroeconomic factors affect a firm's pursuit of competitive advantage is required The successful candidate will be a skilled teacher, comfortable with a case/discussion teaching format, and have an active research program indicating an expanding contribution to management literature at the academic and practitioner levels. A background in an underlying discipline such as political economy, economics, political science, or sociology would be an asset, as would some regional expertise supported by a foreign language capability. This position is subject to budget approval All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. The review of applications will continue until the position has been filled, but applicants are encouraged to apply as early as possible Deadline for submission is February 28, 2003 Applicants should send their C.V. to Professor Tony Frost, Richard Ivey School of Business, The University of Western Ontario, London, ON, Canada N6A 3K7, Phone: 519-661-4136, Fax: 519-661-3485, E-mail: tfrost@ivey.uwo.ca

THE UNIVERSITY OF CALGARY — The Haskayne School of Business is seeking a distinguished scholar with an outstanding research record to pursue research in family business management. Candidates with a background in strategy, finance, marketing, organization theory, entrepreneurship, or economics interested in the applicability of dominant theories of the firm to family business management or in developing alternative peradigms for family firms will be given the strongest consideration Candidates must have a PhD degree, an outstanding research record, and proven ability to work effectively with colleagues and graduate students to build a strong theoretical research program in family business management Credentials should be appropriate for an appointment at the rank of full professor or senior associate. Qualification to teach in a management disciplinary area is a requirement. The Family Business Management Research Program at the Haskayne School of Business is supported by a sizable endowment established by generous donors The remuneration package for the successful candidate includes a competitive salary, reduced teaching load, honorarium, and

QUEEN'S SCHOOL OF BUSINESS

QUEEN'S UNIVERSITY
Kingston, Ontario, Canada

Tenure Track Positions
Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for tenure track positions in Finance, Management Science, Operations Management, Managerial Economics/MOT, Marketing, Organizational Behaviour/Human Resources and Strategy and Business Policies (Assistant, Associate or Full Professor levels).

QUALIFICATIONS:
Candidates must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION:
Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Dean's Development Fund.

INSTITUTION:
Queen's School of Business has an outstanding reputation in its academic programs. Our M.Sc in Management and unique dual major PhD programs attract highly qualified research-oriented graduate students. For an unprecedented four consecutive years Queen's MBA for Science & Technology has been ranked Canada's number one MBA program by Canadian Business Magazine. Our flagship program, the Commerce program, has the highest undergraduate entrance standards of all Canadian universities. Queen's innovative Executive MBA was the first in Canada to use videoconferencing. Queen's has received unconditional accreditation for all programs by the International Association for Management Education (AACSB).

Queen's has consistently ranked among the nation's top universities and in addition to its outstanding teaching programs, houses a vast array of research centers and policy institutions, which have made major contributions to both public and private sectors. The learning environment at Queen's is supported by outstanding library and computing facilities.

THE CITY:
Kingston, Ontario is a unique Canadian city featuring a distinctive blend of history, recreation, tourism and learning. Greater Kingston was recently voted one of the best communities in which to live in Canada, by the Report on Business, Chatelaine and the Imperial Oil Review.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men; including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. The appointments are subject to final budgetary approval.

The effective date of the appointment will be July 1st, 2003, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation and a sample publication, thesis proposal or completed thesis, electronically to: deansoffice@business.queensu.ca.

Thomas Anger, Associate Dean
Queen's School of Business, Queen's University
Dunning Hall – Rm. 140
Kingston, Ontario K7L 3N6

www.business.queensu.ca

THE UNIVERSITY OF BRITISH COLUMBIA

ENDOWED CHAIR IN FOREST HYDROLOGY

The University of British Columbia is seeking to fill an endowed position in Forest Hydrology. This Chair is supported by the Provincial Government, Ministry of Advanced Education, to enhance the University's strong interdisciplinary program of research and extension in issues of watershed management and forest engineering. It is expected that the appointee will have an established, or emerging, research program; teaching experience; an interest in policy issues; and a record of involvement in public debate concerning hydrologic and geomorphic implications of forestry activities.

The appointment will be effective July 1, 2003, but an alternate date may be arranged. Applicants must have a PhD degree in a subject relevant to the interdisciplinary field of forest hydrology. Eligibility for professional registration would be highly desirable.

The successful candidate will be expected to teach at the undergraduate and graduate levels and to develop an active program of collaborative research with government and industry. The position will be a joint appointment between the Department of Forest Resources Management (2/3) and the Department of Geography (1/3). Although the precise area of research is not fixed, a person with expertise in one or more of the following areas would complement existing experience within the University: hillslope processes, channel processes, small-scale watershed processes, snow hydrology, sediment budgets, water quality.

Salary is commensurate with experience and qualifications. Positions are subject to budgetary approval. Inquiries and applications should be addressed to: **Dr. David Haley, Chair of Search Committee, Department of Forest Resources Management, 2nd Floor, Forest Sciences Centre, University of British Columbia, 2045, 2424 Main Mall, Vancouver, B.C., V8T 1Z4**; Phone: (604) 822-5634; Fax: (604) 822-9106; E-mail: dhaley@interchg.ubc.ca

Closing date is **January 15, 2003**. Applicants should include a curriculum vitae, a short statement of research interests and philosophy, and the names and addresses of three referees.

The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however Canadians and permanent residents will be given priority.

McGill

Faculty Positions in Comparative Politics

The Department of Political Science invites applications for two tenure-track positions in the field of comparative politics. One position is in African politics and the other is in Post-Soviet and East European politics.

The Department is interested in applicants whose research is theoretically-informed and who are able effectively to teach a range of courses at the undergraduate and graduate levels. The applicants' record of performance must also provide evidence of outstanding research potential. Preference shall be given to individuals who have completed the PhD.

Applications should include a curriculum vitae, university transcripts, three letters of reference, and a sample of written work. The file must include materials pertinent to the teaching skills of the applicant.

The appointments are expected to be at the level of Assistant Professor and to begin August 1, 2003. Review of applications will begin on October 22, 2002 and will continue until the positions are filled. For more information about the Department and University, visit our web site at www.arts.mcgill.ca/programs/polisci.

Please forward application letter and supporting materials to:

Professor Christopher Manfredi
Chair
Department of Political Science
McGill University
855 Sherbrooke Street West
Montreal, Québec, Canada H3A 2T7

McGill University is committed to equity in employment. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The language of instruction at McGill is English but a working knowledge of French is an asset.

www.mcgill.ca

Tier II Canada Research Chair in Functional Imaging

CENTRE FOR NEUROSCIENCE STUDIES

Queen's University

The Centre for Neuroscience Studies at Queen's University in Kingston, Ontario, Canada is building a new Imaging Centre that includes a high-field scanner for functional magnetic resonance imaging for research purposes. The new facility will support both human and animal imaging protocols. Queen's University now invites applications for a tenure-track position in Imaging Physics. The successful appliecant will be nominated by Queen's University for a prestigious Tier II Canada Research Chair in Functional Imaging and is expected to develop an independent research program and to join with members of the Centre for Neuroscience Studies and the Behavioural Research And Imaging Network of Ontario (including Drs. Ravi Menon at Robarts Research Institute, University of Western Ontario and Randy McIntosh University of Toronto) to install and develop functional magnetic resonance imaging technology and medical physics at Queen's University. The successful candidate must hold a PhD in medical physics in the area of magnetic resonance imaging with at least two years of postdoctoral training, preferably in the area of functional imaging. Salary will be commensurate with experience.

Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.

Applications including curriculum vitae, copies of recent publications, one page statement of research interests and names of three referees should be sent to *Dr. Douglas P. Munoz, Director, Centre for Neuroscience Studies, Room 106 Abramsky Hall, Queen's University, Kingston, Ontario Canada K7L 3N6*, Telephone (613) 533-6360; Fax (613) 533-6840. Review of applications will commence on *November 29th, 2002* and will continue until the position is filled.

a research giant. The Haskayne School of Business is a progressive and innovative management school with an international reputation for influencing the practice of management and leadership through quality teaching and research. Founded in 1967, the Haskayne School of Business is one of only eight Canadian business schools to gain accreditation from the AACSB International. It has strategic partnerships with more than 30 top business schools around the world. Over 1,600 full and part-time students are currently enrolled in the Haskayne School's degree programs. In addition to BComm and MBA programs, the School has over 40 students in a PhD program and 20 students in a thesis-based MBA program. For more information about the Haskayne School of Business, please visit www.haskayne.ucalgary.ca. Calgary is one of Canada's largest head-office cities and enjoys a vibrant economic climate based on energy, high-tech, financial services, and tourism. Situated in the foothills of the Canadian Rocky Mountains, the city offers excellent recreational opportunities year-round. Applicants should send a curriculum vita, a statement of research interests, and two recent publications, plus arrange for three letters of reference to be sent to: David M. Saunders, PhD, Dean, Haskayne School of Business, University of Calgary, 2500 University Drive N.W., Calgary, Alberta, Canada T2N 1N4, Fax (403) 284-7922, E-mail: dsaunders@haskayne.ucalgary.ca. All applications received before January 31, 2003 will receive full consideration. This competition will remain open until a qualified applicant has been chosen. Please note that the closing date has been extended from December 15, 2002. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Calgary respects, appreciates and encourages diversity.

THE UNIVERSITY OF CALGARY — The Haskayne School of Business is seeking qualified candidates with a PhD, or nearly completed doctorate, to fill a tenure-track position at the assistant/associate level in the Strategy and General Management Area, with a focus on international business. Please refer to the University of Calgary combo display ad for more information. To see all University of Calgary academic career opportunities, please visit www.ucalgary.ca/HR/career

WILFRID LAURIER UNIVERSITY — The School of Business and Economics invites applications for tenured or tenure-track positions in the Accounting, Finance, Marketing, and Management and Organizational Behaviour areas commencing July 1, 2003. Depending on qualifications and experience, most appointments will be made at the rank of Assistant or Associate Professor. A tenured position at the Associate or Full Professor rank may also be considered for candidates with an excellent research track record. Qualifications include PhD or ABD with evidence of strong research and teaching potential. The successful candidate will be expected to teach effectively at the BBA and MBA levels, and will have demonstrated ability to pursue innovative research, obtain grants and publish in high quality journals. Starting salary is negotiable and varies with qualification and entrance level. For the Accounting position, qualified candidates working in all areas of accounting, auditing, taxation and accounting information systems will be considered. For the Finance position, the applicant will have a completed PhD in Finance, though applicants who are ABD will be considered. In addition to teaching at the BBA and MBA levels, the ideal candidate will also be prepared to teach doctoral courses in the theory of corporate finance, investments and/or derivatives in anticipation of a proposed PhD program. For Management and Organizational Behaviour, applications are welcome from the areas of Organizational Behaviour, Human Resources Management and/or Organizational Theory. In particular we encourage applications from mid-career and senior scholars. The successful candidate will be expected to teach effectively at the BBA, MBA and PhD levels. The School has seventy-six full-time faculty in Business, approximately two thousand undergraduates and over two hundred and fifty part-time and full-time MBA students. Laurier's business programs focus on the development of applied general management knowledge, skills and attitudes. With a mission to achieve excellence in management education, we provide strong support for faculty to fully develop both their teaching and research capabilities. As a consequence, we are particularly interested in candidates who seek to maintain a balance between their research and instructional pursuits and are committed to excellence in both. All qualified candidates are encouraged to apply, however, Canadians and Permanent Residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. All positions are subject to budgetary approval. Please direct applications by October 15, 2002 to: John McCutcheon, Associate Dean of Business: Faculty Development & Research, School of Business & Economics, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario N2L 3C5, jcmccutc@wlu.ca.

McMASTER UNIVERSITY — The Michael G. DeGroote School of Business invites applications for a tenure-track position at the Assistant/Associate Professor level, commencing July 2003 in the area of Accounting. Preference will be given to candidates with teaching interest in auditing, EDP auditing, E-commerce, Information systems and/or advanced financial accounting. The candidate's PhD should be completed by the commencement of the appointment, preferably with demonstrated high quality teaching and research. Duties include research (McMaster is a "research intensive University") and teaching at both the graduate and undergraduate levels. Salary will be commensuate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote, School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4, Email: baba@mcmaster.ca, Fax (905) 526-0852. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled.

McMASTER UNIVERSITY — The Michael G DeGroote School of Business invites applications for a tenure-track position at the Assistant Professor level, starting in Fall, 2002, subject to budgetary approval. The candidate's PhD should be completed by the commencement of the appointment, preferably with demonstrated high quality teaching and research expertise in one or more of the following areas: Human Resources/Strategic HR, Industrial Relations, or Organizational Behaviour. Preference will be given to candidates whose research and teaching interests span across two or more of the above domains. Duties include research (McMaster is a "research intensive University"), teaching at both the graduate and undergraduate levels and the ability to supervise doctoral candidates. Salary will be commensuate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to Dr. V.V. Baba, Dean, Michael G. DeGroote, School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4, Email: baba@mcmaster.ca

McMASTER UNIVERSITY — The Michael G DeGroote School of Business invites applications for five (5) tenure-track positions at the Assistant Professor level, starting in July 1, 2003. preferences will be given to candidates with demonstrated high quality teaching and research expertise in eBusiness as related to any of the following areas: Finance and Business Economics: corporate finance, investments, market microstructure, financial institutions, international finance, applied micro policy, industrial organization and energy economics. Management Science & Information Systems: supply chain management with interest in operations management. Human Resources & Management: human resources/strategic, industrial relations or organizational behaviour. Marketing, Business Policy & International Business: health services management, management of innovation and new technology, new product marketing, electronic marketing, channel marketing, business-to-business marketing, retail marketing, financial services marketing, international strategy for the high technology sector and business policy/strategy with a strong interest in health services management. Accounting and Financial Management Services: auditing, EDP auditing, information systems and/or advanced financial accounting. The candidate's PhD should be completed or close to completion by the commencement of the appointment. Preference will be given to candidates whose research and teaching interests span across two or more domains. Duties include research (McMaster is a "research intensive University"), teaching at both the graduate and undergraduate levels. Salary will be commensuate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to Dr. V.V. Baba, Dean, Michael G. DeGroote School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4, Email: baba@mcmaster.ca

McMASTER UNIVERSITY — The Michael G DeGroote School of Business at McMaster University invites applications and nominations for a Canada Research Chair (Tier 1) position in the Human Resources and Management Area. In keeping with expectations of the Canada Research Chairs (CRC) program, the successful candidate should exhibit the following attributes: PhD in Organizational Behaviour, Human Resources or a related area of management an outstanding and innovative researcher whose accomplishments have had a major impact on his or her field, international recognition as a leader in his/her field; a superior record of attracting and supervising graduate students; the ability to establish a world class research program that is innovative, original, and of high quality, and a solid track record of obtaining research funding (e.g., SSHRC, NSERC, CIHR). The successful candidate is expected to demonstrate leadership at McMaster University in his or her field of research; establish a vigorous, externally funded research program; and teach at the graduate level and add significant value to the doctoral program. Candidates and nominees should have a research program within at least one of the following broad strategic research areas: Organizational Behaviour, Human Resources Management, Environment and Health. Further information on the CRC program can be viewed at http://www.chairs.gc.ca. A summary of McMaster University's Strategic Research Plan can be found at http://www.chairs.gc.ca/english/search/chairholders/pdf/MacMaster.pdf (McMaster is misspelled in the link). Applications complete with a curriculum vitae and the names of three references should be sent to Dr. V.V. Baba, Dean, Michael G DeGroote, School of Business, McMaster University, 1280 Main St W., Hamilton, ON L8S 4M4, Email: baba@mcmaster.ca, Fax. (905) 526-0852. The Michael G. DeGroote School of Business at McMaster University is home to about 1,500 undergraduate students and about 500 MBA students. The Human Resources and Management Area houses one of the two PhD Programs in the School of Business, with an enrolment of about ten doctoral students. The Area is seeking to expand the PhD program and it is expected that the successful candidate will contribute substantially to this initiative. All qualified candidates are encouraged to apply, however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Evaluation of candidates will begin on June 1, 2002 and will continue until the position is filled.

McMASTER UNIVERSITY — The Michael G. DeGroote School of Business invites applications for the Wayne C. Fox Chair in Business Innovation in the Management Science and Information Systems Area. The Chairholder is a senior tenured appointment commencing July 1, 2003. Suitable candidates shall be internationally recognized for their contributions in eBusiness and in the general area of Business Innovation and shall be actively engaged in research. The Chairholder will play a key role in McMaster University's plans to enhance and expand its already existing strengths in this new and important technological field. The School of Business offers a PhD program in Management Science/Systems field with Information Systems/eBusiness and Management Science/Operations Management as two possible subfields. The successful candidate should have demonstrated leadership in organizing research efforts through supervision of graduate students, proven ability to attract research funding, and publication of research results in major scholarly outlets. The Chairholder is expected to contribute to the academic programs as well as the School's initiatives with the business community. The Chairholder shall undertake teaching at a reduced load and be expected to perform other normal duties of a faculty member within the School of Business. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should include a curriculum vitae and the names and contact information of three referees. Applications will be considered until the position is filled. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote, School of Business, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4M4, Email: baba@mcmaster.ca, Fax: (905) 526-0852. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

THE UNIVERSITY OF WINDSOR invites applications for faculty positions in the Odette School of Business commencing July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions Contact: Dr. Roger Hussey, Dean, Odette, School of Business, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253.3000, Ext 3091, Fax: 519 973 7073, Email: rjdeslip@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca

YORK UNIVERSITY — The Faculty is actively seeking applicants for Tier 1 and Tier II Canada Research Chairs particularly in business. Candidates must have an outstanding and innovative research program that complements the York University Research Plan http://www.yorku.ca/vpri/CRC%20NewVpri_crc index.htm and click on Canada Research Chairs Strategic Research Plan. Candidates nominated by the Faculty must be approved by York University and then forwarded to the Canada Research Chairs Secretariat for final approval. Tier 1 appointments will be at the Full Professor level and Tier II appointments at the assistant or associate professor level.

CELL BIOLOGY

THE UNIVERSITY OF ALBERTA — The Department of Cell Biology, Faculty of Medicine and Dentistry invites applications for a tenure-track position at the Assistant/Associate Professor level. We seek an individual who will complement and extend our existing strengths in cell signaling/cell cycle, protein targeting, organelle biogenesis, cell-cell interactions and neurobiology. Applicants should have a PhD, a proven record of research achievement and will be expected to apply for funding from the Alberta Heritage Foundation for Medical Research. The successful candidate will be expected to carry on an independent research program, but will also have the opportunity for collaborative interactions with several multidisciplinary research groups within the University. A contribution to the Department's teaching program will also be expected. Please send a curriculum vitae, a two-page statement of research interests, and arrange to have three letters of reference sent on your behalf to: Dr. Richard Rachubinski, Chair, Department of Cell Biology, S-14 Medical Sciences Building, University of Alberta, Edmonton, Alberta, Canada T6G 2H7. Deadline for receipt of application is December 15, 2002. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

CHEMISTRY

CONCORDIA UNIVERSITY — The Faculty of Arts & Science is looking for one junior Canada Research Chair in Biological Chemistry. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm

McMASTER UNIVERSITY — The Department of Chemistry invites applications for a tenure-track Assistant Professor position in any area of inorganic chemistry. The successful candidate will hold a PhD in chemistry, preferably with relevant postdoctoral experience, and will be expected to develop a strong externally funded

research program and participate fully in teaching at both the undergraduate and graduate levels. The department has superb structural characterization facilities, including magnetic resonance (NMR at 200 through 700 MHz), mass spectrometry, and x-ray diffraction, and is in the midst of a period of active expansion and renovation of both its research and undergraduate teaching facilities. Applications, including a curriculum vitae, research proposal, statement of teaching interests, and letters from three referees should be sent before November 30, 2002 to: Dr. G. J. Schoibilgen, Chair, Inorganic Search Committee, Department of Chemistry, McMaster University, Hamilton, ON, Canada L8S 4M1, Tel: +1 (905) 525-9140 ext. 24504; Fax: +1 (905) 522-2509. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is committed to employment equity and encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities

McMASTER UNIVERSITY — The Department of Chemistry invites applications for a tenure-track Assistant Professor position in analytical chemistry. The successful candidate will hold a PhD in chemistry, preferably with relevant postdoctoral experience, and will be expected to develop a strong externally funded research program and participate fully in teaching at both the undergraduate and graduate levels. The department has superb instrumentation facilities, including a suite of optical spectroscopy, mass spectrometry and other sample characterization equipment, and is in the midst of a period of active expansion and renovation of both its research and undergraduate teaching facilities. Applications, including a curriculum vitae, research proposal, statement of teaching interests, and letters from three referees should be sent by November 30, 2002 to: Dr. J. D. Brennan, Chair, Analytical Search Committee, Department of Chemistry, McMaster University, Hamilton, ON, Canada L8S 4M1, Tel. +1 (905) 525-9140 ext. 27033; Fax. +1 (905) 522-2509. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is committed to employment equity and encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Chemistry invites applications for a probationary (tenure track) position at the rank of Assistant Professor. Candidates with excellent research backgrounds in Inorganic Chemistry or any related area will be considered. The successful candidate will be expected to establish an independent, externally funded research program, and to develop and teach innovative courses in inorganic chemistry at the undergraduate and graduate levels. The Department of Chemistry (www.uwo.ca/chem) is a large research intensive department with strong programs in many areas of chemistry and with good interdisciplinary links to research groups in other departments in the Faculties of Science, Engineering and Medicine & Dentistry. Interested candidates should send their curriculum vitae, names of three referees along with a description of research accomplishments and a proposal for future research with an appropriate budget to: Dr. R. Lipson, Chair, Department of Chemistry (rlipson@uwo.ca). The University of Western Ontario, London, Ontario N6A 5B7, Canada. Closing date for receipt of applications is January 31, 2003. Position is subject to budget approval. All qualified candidates are encouraged to apply; however Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities

CHINESE APPLIED LINGUISTICS

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Asian Studies is accepting applications for a full-time, tenure-track Assistant Professor of Chinese Applied Linguistics, duties to commence on July 1, 2003. Duties include a) coordinating one of the largest, most dynamic Chinese Language programmes in North America, and b) teaching graduate and undergraduate courses in the area of the candidate's expertise. Candidates should hold a doctorate in Chinese Applied Linguistics or a related field (ideally with an emphasis on L2/L3 acquisition), and demonstrate native or near-native proficiency in Chinese. Experience teaching CFL and/or coordinating a CFL programme is highly desirable, as is competence in another East Asian language. Salary commensurate with experience. Tenure and promotion will be tied to success in the function of coordinator, research, teaching and service. Send application letter, curriculum vitae, and names and addresses (with e-mail) of at least four referees to: Dr. Joshua Mostow, Head, Department of Asian Studies, University of British Columbia, Vancouver, BC Canada V6T 1Z2 or fax to: 604-822-8937. Deadline for receipt of applications is December 1, 2002. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however, Canadians and permanent residents of Canada will be given priority.

CLASSICS

McMASTER UNIVERSITY — The Department of Classics invites applications for a tenure-track appointment in Ancient Greek Language and Literature at the Assistant Professor level to commence July 1, 2003. McMaster University is a research-intensive university and the Department of Classics has undergraduate degree programmes in Greek, Latin, and Classical culture, as well as programmes leading to the M.A. and PhD Degrees. The successful candidate will have a PhD in Classics, with specialization in Greek language and literature, and demonstrated excellence in teaching and research, with a clearly defined research programme which will result in publication. The successful candidate will be expected to teach undergraduate and graduate courses in Greek language and literature, Classical culture, and to contribute to all aspects of the Department's graduate programme. The ability to teach courses in Latin as well as Greek is essential. The successful candidate will be expected to contribute to the Programme in Comparative Literature. The current minimum salary floor for Assistant Professor is $46,456.00. Applicants should send a letter of application, together with a curriculum vitae and a sample of their writing, to Dr. Michele George, Acting Chair, Department of Classics, McMaster University, 1280 Main West, Hamilton, Ontario L8S 4M2, Canada (Fax: 905 577-6930). Applications must be received by January 17, 2003, and applicants should arrange for three letters of reference to reach the Department by the same date. The Department expects to be conducting interviews at the January 2003, meeting of the American Philological Association in New Orleans. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, and persons with disabilities.

McMASTER UNIVERSITY — The Department of Classics invites applications for a tenure-track appointment in the area of Greek Art and Archaeology at the Assistant Professor level to commence July 1, 2003. McMaster University is a research intensive university and the Department of Classics has undergraduate degree programmes in Greek, Latin, and classical culture, as well as programmes leading to the M.A. and PhD degrees. The successful candidate will have a PhD in Classics or the equivalent, with specialization in Greek art and archaeology (Archaic, Classical, Hellenistic periods), and demonstrated excellence in teaching and research, with a clearly defined programme of research which will result in publication. The successful candidate will be expected to teach undergraduate and graduate courses in Greek art and archaeology and to contribute to all aspects of the Department's graduate programme. The ability to teach courses in Classical culture and ancient Greek is highly desirable. The current minimum salary floor for Assistant Professor is $46,456.00. Applicants should send a letter of application, together with a curriculum vitae and a sample of their writing, to Dr. Michele George, Acting Chair, Department of Classics, McMaster University, 1280 Main West, Hamilton, Ontario L8S 4M2, Canada (Fax: 905 577-6930). Applications must be received by January 17, 2003, and applicants should arrange for three letters of reference to reach the Department by the same date. The Department expects to be conducting interviews at the January 2003, meeting of the American Philological Association in New Orleans. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, and persons with disabilities.

McMASTER UNIVERSITY — The Department of Classics invites applications for a tenure-track appointment in Ancient Greek History at the Assistant Professor level to commence July 1, 2003. McMaster University is a research intensive university and the Department of Classics has undergraduate degree programmes in Greek, Latin, and classical culture, as well as programmes leading to the M.A. and PhD degrees. The successful candidate will have a PhD in Classics or Ancient History, with specialization in Ancient Greek History and demonstrated excellence in teaching and research, with a clearly defined research programme which will result in publication. The successful candidate will be expected to teach undergraduate and graduate courses in ancient history (including Greek historical writers in the original) and classical culture and to contribute to all aspects of the Department's graduate programme. The ability to teach courses in Greek and Latin is essential. The ability to teach an undergraduate course in non-Graeco-Roman civilizations will be considered an advantage. The current minimum salary floor for Assistant Professor is $46,456.00. Applicants should send a letter of application, together with a curriculum vitae and a sample of their writing, to Dr. Michele George, Acting Chair, Department of Classics, McMaster University, 1280 Main West, Hamilton, Ontario L8S 4M2, Canada (Fax: 905 577-6930). Applications must be received by October 31, 2002, and applicants should arrange for three letters of reference to reach the Department by the same date. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, and persons with disabilities.

THE UNIVERSITY OF TORONTO — The Department of Classics is soliciting applications for a tenure-stream position in Roman history at the rank of assistant professor. The successful applicant will have demonstrated excellence in research and teaching and be expected to contribute to a growing and research-intensive doctoral programme and to a thriving undergraduate programme in Greek, Latin, and Classical Civilization; an ability to teach Latin prose authors at all levels is required. The department is particularly interested in candidates who combine a thorough training in Classics with an interest in other humanities disciplines. The appointment will begin 1 July 2003; an appropriate doctoral degree must have been earned by that date. Salary will be commensurate with qualifications and experience. Applications should include: a curriculum vitae, a sample of academic writing, evidence of excellence in teaching, and a short description of the applicant's current research plans. Applicants should also arrange to have three letters of recommendation sent to: Roman History Search Committee, Dept. of Classics, University of Toronto, 97 St. George Street, Toronto, Ontario, Canada M5S 2E8. To ensure full consideration, the application should be received by November 15, 2002. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Any enquiries about the application should be sent to chair.classics@utoronto.ca

THE UNIVERSITY OF TORONTO — The Department of Classics is soliciting applications for a tenure-stream position in Greek history at the rank of assistant or associate professor. The successful applicant will have demonstrated excellence in research and teaching, and will be expected to contribute to a growing and research-intensive doctoral programme and to a thriving undergraduate programme in Greek, Latin, and Classical Civilization; an ability to teach Greek prose authors at all levels is required. The department is particularly interested in candidates who combine a thorough training in Classics with an interest in other humanities disciplines. The appointment will begin 1 July 2003; an appropriate doctoral degree must have been earned by that date. Salary will be commensurate with qualifications and experience. Applications should include: a curriculum vitae, a sample of academic writing, evidence of excellence in teaching, and a short description of the applicant's current research plans. Applicants should also arrange to have three letters of recommendation sent to: Greek History Search Committee, Dept. of Classics, University of Toronto, 97 St. George Street, Toronto, Ontario, Canada M5S 2E8. To ensure full consideration, the application should be received by November 15, 2002. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Any enquiries about the application should be sent to chair.classics@utoronto.ca

CONCORDIA UNIVERSITY — The Faculty of Arts & Science has one tenure-track position available in Classical Archaeology. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/content/jobs.htm.

THE UNIVERSITY OF OTTAWA — The Department of Classics and Religious Studies announces the opening of a full-time, tenure-track position for an assistant professor starting 1 July 2003. Field of specialization: Greek literature and history. PhD relevant to the field of Classics is required. Candidates should have sufficient refereed publications (minimum three) to qualify for supervising graduate research at the University of Ottawa. Most of the teaching at the undergraduate level will deal with Greek history and literature of the classical period. But since the department is in the process of focusing its M.A. programme on Late Antiquity (A.D. 200–700), preference will be given to candidates with demonstrated expertise in this period. The successful candidate will be expected to teach and direct research at the undergraduate and graduate levels in both French and English, and this immediately and competently upon assuming the position. The bulk of the undergraduate teaching load will be in French. Salary is commensurate with qualifications and experience, and consistent with the University's Collective Agreement. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Equity is a University policy. The University strongly encourages applications from women. Applications, including a curriculum vitae, one or two recent publications, and three letters of reference, should reach the department by 1 December 2002. Address to: Dr. Geoffrey Greatrex, Acting Chair, Department of Classics and Religious Studies, University of Ottawa, 70 Laurier Avenue East, Ottawa, Ontario, Canada K1N 6N5. Tel. 613-562-5714 Fax 613-562-5991. E-mail: greatrex@uottawa.ca.

COMMERCE & BUSINESS ADMINISTRATION

THE UNIVERSITY OF BRITISH COLUMBIA — Faculty of Commerce and Business Administration. Applications are invited in a number of areas including accounting, business economics and real estate, finance, marketing, management information systems, operations and production, transportation and logistics, and organizational behaviour and human resources. Appointments are available July 1, 2003 or January 1, 2004 and are subject to final budgetary approval. As a minimum, applicants must be nearing completion of their PhD dissertation. Other required qualifications include a strong commitment to teaching, a very strong research orientation and an ability to supervise doctoral candidates. Most openings are at the rank of assistant professor. Salary will be commensurate with the applicant's qualifications and experience. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Information regarding priorities by subfield is available on the website at: http://www.commerce.ubc.ca/faculty/faculty_openings/index.cfm. Applications should include a curriculum vitae and the names of three academic references and should be sent to: The Dean, Faculty of Commerce and Business Administration, The University of British Columbia, 2053 Main Mall, Vancouver, B.C., Canada V6T 1Z2. The application deadline is December 15, 2002.

COMMUNICATION

McGILL UNIVERSITY — The Department of Art History and Communication Studies invites applications for a tenure-track, cross-rank professor position in Communications Studies beginning September 1, 2003. The applicant must have a PhD and experience in teaching. Application are being sought from those with expertise in the history and technology of communication, with particular emphasis on questions of globalization, nationality and postcoloniality. Knowledge of French is an asset. The successful candidate will teach postgraduate seminar courses and supervise student theses and projects at the MA and PhD levels, and may contribute to the development of new undergraduate programs. The deadline for applications is November 15, 2002. Applications, including a curriculum vitae, a statement of teaching interests, two examples of scholarly writing, and three letters of reference should be addressed to Dr. Christine Ross, Chair, Department of Art History and Communications Studies, 853 Sherbrooke St. W., Montreal, Quebec H3A 2T6. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

THE UNIVERSITY OF OTTAWA — The Department of Communication invites applications for several, tenure-track positions at the rank of Assistant Professor starting July 1, 2003. Established in 1969, the Department has a large, dynamic and growing program, with a broad range of courses, covering both media and organizational studies. Applicants should have a PhD in communication or a related discipline and a relevant research dossier. The position will involve teaching in English or in French in one or more of the following areas: organizational communication, media, new media, critical approaches to communication, political economy of communication, and communication and culture. Applicants should also be able to contribute to graduate supervision in the Department. Salary is commensurate with qualifications and experience, and consistent with the University's Collective Agreement. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Equity is a University policy. The University strongly encourages applications from women. Applications, including a curriculum vitae, one or two recent publications, and three letters of reference, should reach the department by 1 December 2002. Address to: Dr. Geoffrey Greatrex, Acting Chair, Department of Communication, University of Ottawa, 70 Laurier Avenue East, Ottawa, Ontario, Canada K1N 6N5. Tel. 613-562-5714 Fax 613-562-5991. E-mail: greatrex@uottawa.ca.

UNIVERSITY OF MANITOBA
CANADA RESEARCH CHAIR
IN FUNCTIONAL FOODS AND NUTRACEUTICALS

PROFESSOR
TIER I CANADA RESEARCH CHAIR

The University of Manitoba is seeking applications or nominations for a Canada Research Chair established by the Government of Canada to enable Canadian universities to foster world-class research excellence. The University's Strategic Research Plan includes a Tier I Chair in the area of Functional Foods and Nutraceuticals. For details regarding the CRC program, visit: http://www.chairs.gc.ca, and for the University of Manitoba Strategic Research Plan, visit: http://www.umanitoba.ca/vpresearch/ors/researchchairs.htm.

The Faculty of Agricultural and Food Sciences is seeking an innovative, experienced leader and established scholar in the area of Functional Foods and Nutraceuticals who is recognized internationally as a leader in his/her field and who is currently in the rank of Professor or Associate Professor (within a year or two of promotion). The appointment will be tenured or tenure track with limited teaching responsibilities. This new position has been created as part of the University of Manitoba's initiative in the establishment of an integrated Functional Food and Nutraceutical Research and Development Centre at the University of Manitoba. For more information about the Centre, visit: www.umanitoba.ca/afs/ffnc.

The successful CRC candidate will have a key administrative position at the Centre with responsibility for coordination of research, as well as the initiation and maintenance of collaborations within the university and with external institutions. Applicants must possess an earned doctoral degree in one of the following areas of research specialization: analytical food chemistry, isolation and purification of nutraceuticals, product formulation and development, or evaluation of the bioactivity of phytochemicals. In addition, the individual should have an outstanding publication and national funding record that demonstrates a successful and active research program. Experience in teaching and mentoring graduate students and postdoctoral fellows is expected.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Review of applications will begin immediately and will continue until the position is filled. All Chairs are subject to review and final approval by the CRC Secretariat.

Applications, including a brief description of a research plan, curriculum vitae, and the names of three referees should be sent to:
Dr. Harold Bjarnason, Dean
Faculty of Agricultural and Food Sciences
257 Agriculture Building
University of Manitoba
Winnipeg, MB R3T 2N2

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FACULTY OF EDUCATION

Canada Research Chair in Education (Tier II)

The Faculty of Education is seeking applications for a Tier II Canada Research Chair. We are seeking scholars who are in the process of establishing a strong record of research, and who are considered emerging scholars within their field.

The Canada Research Chair (CRC) program has been established by the Government of Canada to enable Canadian universities to achieve the highest level of research excellence. Further information on the CRC Program and the Chair selection criteria may be found at the Program web-site http://www.chairs.gc.ca/

We encourage applications from those scholars whose research interests focus on Aboriginal/Social Justice issues within the context of programs taught in the Faculty of Education at the University of Regina. Rank and salary will be commensurate with qualifications and experience.

The successful candidate will be expected to establish and sustain a vigorous research agenda, to assist in building a research cluster and to seek additional faculty support. Also desirable is a commitment to mentor and engage undergraduate and graduate students in research. While the position is primarily research oriented, it includes a teaching component in the candidate's specialty.

Applications should include a letter of introduction, curriculum vitae, copies of representative publications, a five-year research plan, and the names, with pertinent contact information (telephone numbers, and E-mail addresses) of five referees.

Closing Date for Applications: November 30, 2002.

Appointment to commence when CRC application process is finalized.

The University of Regina hires on the basis of merit and is committed to employment equity.

Please note: The Canada Research Chair appointee does not need to be a Canadian citizen or landed immigrant. The awarding of the Canada Research Chair is subject to review and final approval by the federal government's CRC Secretariat.

For details about the University of Regina, consult http://www.uregina.ca/ and the Faculty of Education at http://education.uregina.ca/.

UNIVERSITY OF REGINA

Contact Information:
Dr. Margaret McKinnon
Dean, Faculty of Education
Regina, Saskatchewan, Canada S4S 0A2
phone: (306)585.4500 fax: (306)585.5330

cal communication studies, media production, advertising, journalism. The University of Ottawa is a bilingual institution, therefore, bilingualism is a condition for tenure. Salary is based on the University's Collective Agreement. In accordance with Canadian Citizenship and Immigration requirements, these positions are open to Canadian citizens and permanent residents. Equity is a University policy. Candidates should submit their curriculum vitae and three letters of recommendation by December 2, 2002 to Patrick J Brunet, Chair, Department of Communication, University of Ottawa, 554 King Edward Ave., P.O. Box 450, Stn A, Ottawa, Ontario, K1N 6N5

CONCORDIA UNIVERSITY — The Faculty of Arts & Science, has up to two tenure-track positions available — one in the field of Multimedia Theory and Practice, the other in the field of Political Economy, Culture and Communication. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm.

COMMUNICATION

L'UNIVERSITÉ D'OTTAWA — Le Département de communication sollicite des candidatures pour plusieurs postes de professeur ou professeure adjoint·e menant à la permanence. Date d'entrée en fonction: 1er juillet 2003. Créé en 1969, le département offre un programme solide et dynamique en pleine expansion. Son large éventail de cours couvre les domaines des médias et de la communication organisationnelle. Le candidat ou la candidate devra posséder un doctorat en communication ou dans une discipline connexe et un bon dossier de recherche et de publications. Le candidat ou la candidate devra enseigner en anglais ou en français dans l'un ou plusieurs des domaines suivants: communication organisationnelle, communication médiatique, nouveaux médias, études critiques en communication, production médiatique, publicité, journalisme. L'Université d'Ottawa étant une université bilingue, le bilinguisme constitue une condition d'obtention de la permanence. Salaire selon la convention collective. Conformément aux exigences prescrites en matière d'immigration au Canada, cet avis de concours s'adresse aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'équité en matière d'emploi. Prière d'adresser sa lettre de candidature, son curriculum vitae et trois lettres de recommandation avant le 2 décembre 2002 à Patrick J Brunet, directeur, Département de communication, Université d'Ottawa, 554 av King Edward, C.P. 450, Succ. A, Ottawa, Ontario K1N 6N5

COMMUNITY DEVELOPMENT

THE UNIVERSITY OF GUELPH — The School of Environmental Design and Rural Development invites applications for a full-time, tenure-track research and teaching position at the rank of Assistant Professor. Of critical importance is the teaching potential of the new faculty member. Teaching, course development and delivery, in the areas of undergraduate, graduate and distance education, are very important to the ongoing success of the School's programs. The specific areas of undergraduate teaching will include: Foundations of Rural Development, and Communication, Group Processes and Team-Building. Graduate teaching will address courses with a focus on Fundamentals of Human Communication and Development Communication. As an OCGS accredited program, we must ensure a sound research focus in support of graduate and undergraduate teaching. The successful candidate is expected to initiate a vibrant research program in the area of development communication and community development. With approximately 60 graduate students in the program, the new faculty member will be expected to supervise an appropriate number of students. As well, he/she will serve on graduate committees throughout the SEDRD — PhD and Masters. Candidates must have a PhD degree or equivalent (e.g. Ed.D.) with significant and appropriate practical experience. Candidates must demonstrate technical competencies, capacity to deal with non-traditional roles of technology in research processes, participatory process skills, action research experience, and knowledge of media/educational psychology. Deadline: January 25, 2003 or until suitable candidate is found. Applications including curriculum vitae, a statement of research and teaching interests and names of three referees should be sent to: John FitzGibbon, Director, School of Environmental Design and Rural Development, University of Guelph, Guelph, Ontario N1G 2W1, Fax: 519 767-1686. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

COMPUTER SCIENCE

McGILL UNIVERSITY — The School of Computer Science wishes to invite applications for tenure-track positions at the assistant professor level to begin June 1st, 2003 as part of its new Software Engineering program. Applications for more senior positions are also welcome. Areas of priority include, but are not limited to: verification and validation, real-time systems, networks, distributed systems and software architecture. Hardcopy applications, including a curriculum vitae, a list of publications with copies of one or two sample reprints, a research proposal and the names and e-mail addresses of three references should be sent to: Head, Search Committee, School of Computer Science, McGill University, McConnell Engineering Building, #318, 3480 University Street, Montreal, QC H3A 2A7. The review process will begin December 1, 2002 and the search will continue until the positions are filled. Information about our department can be found at http://www.cs.mcgill.ca. All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

McGILL UNIVERSITY — The School of Computer Science wishes to invite applications for tenure-track positions at the assistant professor level, to begin June 1st, 2003. Applications for more senior positions are also welcome. We are searching for computational biologists who are interested in either of the following areas: bioinformatics database and system design or bioinformatics algorithms and datastructures. Bioinformatics at McGill University has greatly expanded over the past two years and candidates would benefit from the world class medical school and biomedical research programs. The McGill Centre for Bioinformatics is comprised of approximately 15 members who are involved in large scale projects that include (but are not limited to) areas such as genomics, functional genomics, proteomics, protein-protein interaction, structural biology, clinical informatics, phylogeny, genome evolution, neuroscience, medical imaging, and cellular simulation. Hardcopy applications, including a curriculum vitae, a list of publications with copies of one or two sample reprints, a research proposal and the names and e-mail addresses of three references should be sent to: Head, Search Committee, School of Computer Science, McGill University, McConnell Engineering Building, #318, 3480 University Street, Montreal, QC H3A 2A7. The review process will begin December 1, 2002 and the search will continue until the positions are filled. Information about our department can be found at http://www.cs.mcgill.ca. Information regarding The McGill Center for Bioinformatics can be found at www.mcb.mcgill.ca. All qualified candidates are encouraged to apply, however Canadians and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

OKANAGAN UNIVERSITY COLLEGE — The Department of Computer Science in the Faculty of Science requires three new Assistant Professors to teach in two new degree programs: Bachelor of Science with a Computer Science Major, and Bachelor of Computer Information Systems. You will be involved in creating the curriculum for the new degree programs, teaching students in the degree programs and Computer Information Systems diploma program, and scholarly activity. Applicants with experience and interests in databases and/or networking are particularly encouraged to apply. For details about the department, visit us at http://www.ouc.bc.ca/cosc/. Preferred qualifications are a PhD in Computer Science or a related field, a mixture of industrial and post-secondary teaching experience, a commitment to excellence in teaching, and the ability to work as part of a team. Applicants close to completion of their doctoral thesis may be considered at the rank of Lecturer. For inquiries of an academic nature, please contact Rick Gee, Chair, Department of Computer Science, at (250) 762-5445, local 7502, or by e-mail at gee@okanagan.bc.ca.. These are tenure-track appointments effective July 1, 2003. Please note: These positions are subject to budgetary funding. Salary and working conditions are governed by the Okanagan University College Faculty Association Collective Agreement. Placement on the salary scale is dependent upon qualifications and experience. Please submit a curriculum vitae, quoting Competition No. 88FAC02, and the names, addresses and telephone numbers of three referees by November 15, 2002 to: Human Resources Division, Okanagan University College, 1000 K.L.O. Road, Kelowna, BC, V1Y 4X8. Applications may be faxed to (250) 862-5475, or e-mail your application to: eapplicants@okanagan.bc.ca. E-mailed applications can only be received as attachments in Word format and must include the Competition Number in the subject line. Please visit our website at: http://www.ouc.bc.ca/jobpostings/. Okanagan University College wishes to thank all applicants for their interest. Only those applicants selected for further consideration will be contacted. In accordance with Canadian Immigration requirements, priority will be given to Canadian Citizens and Landed Immigrants (permanent residents) of Canada.

CULTURAL STUDIES

TRENT UNIVERSITY — The Cultural Studies Program is an innovative Honours undergraduate interdisciplinary program which has evolved a distinctive practice of cultural studies that draws on such areas as: cultural and social theory, communications and media studies, film, visual studies, theatre, comparative literature, popular culture and music. It has become one of the largest academic units at Trent University. Faculty members have the opportunity to participate in the interdisciplinary graduate program in the Centre for the study of Theory, Culture and Politics. The Program invites applications for a tenure-track appointment at the Assistant Professor level for 1 July 2003, subject to budgetary approval. The Program is currently looking for a cultural theorist with the capacity to work effectively in one or more of popular culture, music, media, film and visual studies, and demonstrable versatility in moving across intellectual boundaries. Involvement in some form of related cultural practice is an asset, as are administrative skills, pedagogic talent, and an energetic commitment to Program development. Applicants are encouraged to obtain further information about the Program from the Chair. They should have a completed PhD or equivalent, and demonstrated excellence in teaching and scholarship. Salary will be determined according to qualifications; the minimum salary for an Assistant Professor at present is $48,827. Trent University is an Employment Equity Employer, and invites applications from women, aboriginal peoples, visible minorities, and disabled persons. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The Program is hoping to make this appointment by December 2002. Any application received after November 15th 2002, will not be considered. It is the responsibility of applicants to ensure that their files, including reference letters, are completed by the deadline. All applications, accompanied by transcripts, representative publications, and full curriculum vitae showing qualifications and previous experience and providing the names of at least three referees who have been asked to write on the candidate's behalf, should be sent to: Professor Ian McLachlan, Chair, Cultural Studies Program, Trent University, Peterborough, ON K9J 7B8. E-mail: cultstudies@trentu.ca

DEVELOPMENTAL PSYCHOLOGY

DALHOUSIE UNIVERSITY — The Psychology Department invites applications for a tenure-track appointment at the Assistant Professor level in Developmental Psychology. Successful applicants will have a PhD and will be expected to maintain an active research program, teach undergraduate and graduate courses, and provide graduate student supervision. The specific area of research, and whether it focuses on aspects of normative human development, clinical populations, or animal models, is of less concern than the excellence of the research and its fit with the department's existing strengths. Further information about the research activities and courses offered in our department can be found on our website, www.dal.ca/psychology. Applications should be submitted by November 15, 2002. They should include a curriculum vitae, statement of research and teaching interests, copies of representative publications, and 3 letters of recommendation sent to: Dr. Philip J. Dunham, Chair, Developmental Search Committee, Department of Psychology, Dalhousie University, Halifax, Nova Scotia, Canada B3H 4J1. The scheduled starting date for this appointment is July 1, 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women.

ORAMA

THE UNIVERSITY OF WINDSOR invites applications for a tenure-track position in the School of Dramatic Art in the area of Drama in Education commencing July 1, 2003. Subject to Budgetary Approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Prof. Lionel Walsh, Director, School of Dramatic Art, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519 253.3000, Ext. 2805; Fax: 519 973.3629; Email: walsha@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca

ECONOMICS

THE UNIVERSITY OF TORONTO — The Department of Economics has available one tenure-stream position in Econometrics at the rank of either Assistant, Associate, or Full Professor, on the St. George campus. Salary is dependent upon qualifications and experience. Appointment effective July 1, 2003. A PhD degree or equivalent is required as of July 1, 2003 or soon thereafter. Duties include undergraduate and graduate teaching and research. For appointment at the Assistant Professor level, the candidate must have a demonstrated promise of outstanding research and excellence in teaching. For appointment at the Associate or Full Professor level, the candidate must have a proven record of outstanding research and excellence in teaching. Applicants should send a curriculum vitae and one current research paper, and should arrange for the submission of three letters of reference. The application deadline is December 6, 2002. All correspondence should be sent to Professor Martin J. Osborne, Chair, Recruiting Committee, Department of Economics, University of Toronto, 150 St. George Street, Toronto, Ontario, Canada M5S 3G7. Information about the Department is available on its website http://www.economics.utoronto.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas.

THE UNIVERSITY OF TORONTO — The Department of Economics has available one tenure-stream position in Economics and International Trade at the rank of Assistant Professor on the St. George campus. Salary is dependent upon qualifications and experience. Appointment effective July 1, 2003. A PhD degree or equivalent is required as of July 1, 2003 or soon thereafter. Duties include undergraduate and graduate teaching and research. Candidates must have a demonstrated promise of outstanding research and excellence in teaching. Applicants should send a curriculum vitae and one current research paper, and should arrange for the submission of three letters of reference. The application deadline is December 6, 2002. All correspondence should be sent to Professor Martin J. Osborne, Chair, Recruiting Committee, Department of Economics, University of Toronto, 150 St. George Street, Toronto, Ontario, Canada M5S 3G7. Information about the Department is available on its website http://www.economics.utoronto.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Economics has one tenured position in Economic Theory or Industrial Organization at the rank of Associate or Full Professor, subject to final budgetary approval. Starting date: July 1, 2003. Qualifications: Demonstrated excellence in teaching and research. Application deadline is November 30, 2002. Application, including c.v., reference letters and samples of research papers should be sent to Professor Thomas Lemieux, Chair, Recruitment Committee, Department of Economics, The University of British Columbia, Vancouver, B.C., Canada, V6T 1Z1. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Economics has four tenure track positions subject to final budgetary approval. Starting date: July 1, 2003. Positions are at the rank of Assistant Professor, although appointment at a senior rank may be considered for appropriately qualified candidates. Priority fields include econometrics, international finance, intercontinental trade, environment/natural resources and economic history. Qualifications: PhD (or solid indication of imminent completion), demonstrated excellence or clear promise of excellence in teaching and in research. Application deadline is November 30, 2002. Application, including c.v., reference letters and samples of research papers should be sent to Professor Thomas Lemieux, Chair, Recruitment Committee, Department of Economics, The University of British Columbia, Vancouver, B.C., Canada, V6T 1Z1. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply, however, Canadians and permanent residents of Canada will be given priority.

DALHOUSIE UNIVERSITY — Applications are invited for two probationary, tenure-track positions at the Assistant Professor level in the Department of Economics, Dalhousie University, commencing July 1, 2003. The positions will require teaching and supervision at the undergraduate and graduate levels. Outstanding candidates in any field of Economics will be considered for either position but first preference for one of the positions will be given to a specialist in development economics. Candidates should have a completed, or almost completed, PhD and have a strong commitment to teaching and research. Candidates should write to the Chair, Selection Committee, Department of Economics, Dalhousie University, Halifax, N.S., B3H 3J5, enclosing a full curriculum vitae, sample research papers, teaching evaluations, if any, and the names and mailing/e-mail addresses of three referees. The closing date for applications is December 31, 2002. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

THE UNIVERSITY OF CALGARY — The Department of Economics invites applications for one full-time tenure track position at the rank of Assistant or Associate Professor. The position is effective July 1, 2003. To be considered, appli-

McGill

Associate Professor, School of Social Work

The McGill School of Social Work invites applications for an Associate Professor, tenure-track position in Social Work to advance policy development and research in a range of practice areas.

The School has undergraduate (BSW) and graduate (MSW, Joint LLB/MSW) programs, as well as a bilingual PhD program in conjunction with Université de Montréal, an interdisciplinary PhD program and certificate programs in Northern and in Aboriginal Social Work. The curriculum embraces practice, administration, policy, and research in a wide range of specialties. The multicultural character of the School's milieu is emphasized throughout. Located within the School is the Centre for Applied Family Studies, an endowed research centre, that-ee clinics offering services in family violence, marriage and family counseling, loss and bereavement, and a gay, lesbian & bi-sexual initiative. McGill University offers exceptional support for a wide range of local, national and international research activities. Please visit our website at www.mcgill.ca/socialwork

Located in the heart of Montreal, McGill is a central part of the city's splendid ambiance. Faculty and students enjoy diverse people, languages, neighborhoods, cuisines, entertainment, sports, shops and festivals that are the Montreal experience. McGill offers an interesting mix of peoples and cultures within a stimulating productive environment. Canadian and International students are drawn to the city's charm and to the University's international reputation for scholarship, research and resources.

Candidates must have a PhD or DSW, experience in teaching and scholarly publications. Facility in French is an asset. Visible minorities are encouraged to apply.

Direct inquiries to:
Professor Estelle Hopmeyer
Acting Director
McGill University
School of Social Work
3506 University Street
Montreal, Quebec H3A 2A7
Fax: 514-398-4760
Tel : 514-398-7067
E-Mail: estelle.hopmeyer@mcgill.ca

Interested candidates should forward their letter of application, C.V., a sample of their recent scholarship, and names of three referees by **December 15th, 2002.** The review process will continue until the position is filled.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

www.mcgill.ca

THE UNIVERSITY OF NEW ENGLAND, AUSTRALIA

PROFESSOR OF INFORMATION COMMUNICATIONS TECHNOLOGIES IN EDUCATION (Re-advertised)

School of Education

The School of Education provides a range of initial teacher education programs for the preparation of both primary teachers and secondary teachers across a wide range of discipline areas, together with extensive offerings at post-graduate level up to and including doctoral programs. It is particularly well known for its excellence in Distance Education and flexible learning.

The applicant will provide leadership in the development and use of ICT in the delivery of education programs across a variety of settings.

The successful applicant will develop a close relationship with the Centre for Cognition Research in Learning and Teaching at UNE and nurture the development of a research and development team in ICT Education. This team will work closely with other units within the University including the Teaching and Learning Centre.

The appointee will be expected to provide research leadership in the theoretical and intellectual development of ICT Education including the development, winning and completion of relevant external competitive research grants in the field. Additionally, the successful applicant will be able to provide leadership in the further development of postgraduate awards including an international Doctorate of ICT Education program.

Applicants should be able to demonstrate a distinguished publication or professional record related to innovative approaches to ICT Education and demonstrate quality teaching and/or professional leadership at undergraduate and postgraduate levels, including experience in successful supervision of PhD students. In addition, they should demonstrate a record of success in attracting competitive research grants and/or major projects, effective liaison with government and professional organisations concerned with education, especially with respect to Distance Education. Evidence of successful administrative experience and committee work at tertiary level is desirable. In particular excellent interpersonal and communication skills are required, together with a record of team leadership. Women are encouraged to apply.

The position will be funded from the Vice-Chancellor's Initiative Fund for a period of 3 years. After that period, funding for the position will be from Faculty and/or external sources.

Informal inquiries may be directed to Dr Ted Redden, Head, School of Education telephone +61 2 6773 5068, email: tredden@metz.une.edu.au

Salary: A$99,063 per annum (Level E), plus a negotiable market loading plus up to 17% employer superannuation and salary packaging

Closing Date: 1 November 2002

Position No: 202/135

An application package must be obtained from The Office of The Secretariat on telephone +61 2 6773 3612 or email: rmcclena@metz.une.edu.au. Applicants should ensure that they address all the selection criteria in their applications. Applications will be received up to 5pm on the closing date. The University reserves the right not to make an appointment or to invite expressions of interest from appropriate persons.

UNE THE UNIVERSITY OF NEW ENGLAND

Equity principles underpin all UNE policies and procedures

http://www.une.edu.au

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cations must be received by November 30, 2002. Preference shall be given to candidates specializing in macroeconomics, international trade, public finance, labour economics, and financial economics. Exceptional candidates in other fields will also be considered. Applicants at the Assistant Professor level must have or expect to complete by July 2003 a PhD in Economics and must show promise of excellence in research and teaching. Candidates must be able to teach at the graduate and undergraduate levels, supervise graduate students, and undertake some service duties. Applicants at the Associate Professor level must provide evidence of excellence in research and teaching and be able to teach at the graduate and undergraduate levels, supervise graduate students, and effectively participate in departmental / faculty / university governance. Applications must include a covering letter, curriculum vitae, a sample of recent research, evidence of teaching effectiveness, and the names of three referees who shall provide confidential letters of reference. Applicants should specify the rank at which they wish to be considered (Assistant or Associate). Applicants should also indicate whether they are attending the forthcoming Canadian Economics Employment Exchange and/or the Allied Social Science Associations meetings. Send applications to: Dr. Elizabeth Wilman, Department Head, Department of Economics, University of Calgary, 2500 University Drive NW, Calgary, AB, Canada, T2N 1N4; Fax: (403) 282-5262. Applicants shall arrange for the referees to send letters of reference to this address. Applications may be submitted by fax to meet the November 30th deadline but the original application must also be forwarded by mail. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. The University of Calgary respects, appreciates and encourages diversity. To see all University of Calgary academic positions, please visit our career opportunities Web page at www.ucalgary.ca/hr/jobs.html.

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has up to two tenure-track positions available in Economics. We are particularly interested in candidates with backgrounds in microeconomics or applied econometrics. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm

THE UNIVERSITY OF ALBERTA — The Department of Economics seeks to fill one full-time tenure track position at the assistant professor level starting July 1, 2003. Candidates should have research and teaching interests in macroeconomics, financial economics and/or applied time series econometrics. Applicants are expected to have a PhD (or be close to completion) and to display promise of excellence in teaching and research. The successful candidate will be expected to teach at both the undergraduate and graduate levels. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. Send applications (including curriculum vitae and names of three referees who have been asked to send confidential letters of assessment) to Dr. Bradford Reid, Chair, Department of Economics, University of Alberta, Edmonton, Alberta, T6G 2H4 by November 30, 2002. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

WILFRID LAURIER UNIVERSITY — The Department of Economics. Applications are invited for two tenure-track appointments commencing July 1, 2003. One of the appointments will be at the rank of Assistant or Associate Professor and one will be at the rank of Assistant Professor. Qualifications include a PhD, preferably with some teaching and research experience. Candidates for appointment at the rank of Associate Professor must have a proven record of excellence in research and teaching. Duties include teaching at the undergraduate and Master's level and research. Outstanding candidates in all fields will be considered. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. Applications will be considered until the positions are filled. These positions are subject to budgetary approval. Applicants should send a letter and curriculum vitae and arrange for three letters of reference to be sent to Dr. Alastair Robertson, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5

SIMON FRASER UNIVERSITY — The Department of Economics seeks to fill two tenure track positions at the assistant professor level, effective September 1, 2003, subject to budgetary authorization and approval by the Board of Governors. Strong candidates in every field will be given serious consideration. Excellence in research and teaching are the primary criteria for these positions. Applicants will be expected to teach at both the graduate and undergraduate levels. Candidates should have a PhD completed or near completion. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Send a letter of application, with an indication of Canadian citizenship or permanent residence if appropriate, and curriculum vitae by November 15, 2002 to: Gregory K. Dow, Chair, Department of Economics, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia, V5A 1S6, Canada. Applicants should arrange for three letters of reference to be sent directly to the same address. Fax: 604-291-5944; E-mail: econjob@sfu.ca.

YORK UNIVERSITY (Glendon College) — The Department of Economics at Glendon College, the bilingual Liberal Arts Faculty of York University, invites applications for a tenure-track position at the rank of Assistant Professor. This position is subject to budgetary approval by the University. Candidates should be bilingual in French and in English and possess a PhD in Economics. All fields are open, but we particularly encourage applicants in one or more of the following fields: microeconomics, game theory and economic theory. The candidate will be expected to teach and do research in both French and English. Duties will include teaching at the undergraduate level with some possibility of graduate teaching and supervision, research and administrative responsibilities. Preference will be given to candidates with proven teaching experience, together with a strong research and publication record reflecting a knowledge of both French and English scholarship, the ability to contribute effectively to the York graduate program. Salary is in accordance with the collective agreement and experience. Applications including curriculum vitae should be sent directly to Professor Xavier de Vanssay, Chair, Department of Economics, at: Glendon College, York University, 2275 Bayview Avenue, Toronto, Ontario M4N 3M6 . Date of Appointment, July 1st, 2003. Candidates must also arrange for three letters of reference to be sent directly to the Chair of the Department. At least one of the references should address teaching. A review of applications will begin January 6, 2003 and will continue until the position is filled. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Economics welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's web site at www.yorku.ca/acadjobs/, or a copy can be obtained by calling the affirmative action office at (416) 736-5713. Canadian citizens and permanent residents will be considered first for this position.

YORK UNIVERSITY — The School of Analytic Studies and Information Technology (SASIT) invites applications for two faculty positions in its Economics Program. One position is tenure stream at the assistant professor level. The second position is a one-year contractually limited appointment at the assistant professor or lecturer level. SASIT's Economics program includes degree studies in economics and in business economics. More information on the programs can be found at http://www.atkinson.yorku.ca/hschasit.htm. While outstanding candidates in any field of economics may apply, applicants should have a PhD in economics (or ABD) and a strong record of teaching and research. Tenure-track candidates must be suitable for graduate teaching. The program is particularly interested in candidates with research and teaching strengths in one or more of business economics, financial economics, managerial decision models and industrial relations. A letter of application, curriculum vitae, and three confidential letters of recommendation should reach the Coordinator by November 30, 2002: Dr. Helmar Drost, Economics Search Coordinator, 527 Atkinson, e-mail: hdrost@yorku.ca, phone 416 736.5232, fax 416.736.5188. For both positions the letter of application should have appended a curriculum, vitae and the names of three referees. The application should identify areas of teaching and research interest and whether the application is for the tenure stream or contractually limited appointment. At least one letter should address teaching.

THE UNIVERSITY OF WATERLOO — The Department of Economics seeks to fill two tenure track positions, rank open. At the assistant professor level, consideration will be given to applicants with a PhD or those nearing completion of their PhD and who have demonstrated excellent teaching skills. Candidates for senior positions must have demonstrated excellence in both teaching and research. While all areas of economics will be considered, the department is especially interested in appointing someone capable of teaching more than one of the following: health economics, international economics, statistics/econometrics, mathematics for economists, applied micro, and macro economics. Since the Department offers an applied co-op program at both the graduate and undergraduate level, strong applied skills would be an asset. The successful candidate(s) will teach at both the graduate and undergraduate level, and be expected to develop an independent research program. Excellence in research and teaching are primary criteria for the position. The positions are effective September 1, 2003; alternative start dates may be possible. Salary will be commensurate with experience and qualifications. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. If you are interested in the position send your curriculum vitae, three letters of reference, and a sample research paper to: Dr. James A. Blox, Chair, Department of Economics, University of Waterloo, Waterloo, Ontario N2L 3G1. Deadline for applications is November 15, 2002

EDUCATION

SIMON FRASER UNIVERSITY — The Faculty of Education is seeking applications for a tenure track assistant professor in educational psychology. Building on a broad base of scholarship in the field, the candidate's research should focus on self-regulated learning, learning strategies, and computer-supported learning systems. A doctoral degree and strong evidence of potential to pursue independent and collaborative research are vital assets. The position will commence September 1, 2003, subject to funding. Candidates must present a strong record of scholarly publications. Interested candidates should consult http://www.educ.sfu.ca/faculty_positions.htm for more detailed information on the position. Applicants should forward a letter of application describing their teaching experience, their scholarly interests and achievements, and their potential contributions to the Faculty; a current curriculum vitae, the names and contact information for three referees; and one scholarly paper to Dr. Ian H. Andrews, Acting Dean, Faculty of Education, Simon Fraser University, 8888 University Drive, Burnaby, B.C., V5A 1S6 by November 30, 2002. Telephone: 604-291-3148. Please do not ask referees to send letters of reference. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University (http://www.sfu.ca) is located in Greater Vancouver on the west coast of British Columbia, Canada. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All appointments are subject to budgetary approval.

THE UNIVERSITY OF WESTERN ONTARIO — The Faculty of Education invites applications for a full-time probationary (tenure-track) appointment in the area of educational administration or educational policy studies at the rank of Assistant Professor, effective July 1, 2003. Applicants must have a PhD or equivalent and demonstrated research capabilities. Teaching experience in the schools is an asset. The successful applicant will bring enthusiasm, academic strength and collaborative abilities to the Faculty. The successful applicant will contribute to programs in educational policy studies and educational administration in ways that reflect the Faculty's commitment to research and teaching that promote social and justice and equity. Teaching duties will include the development and delivery of courses within the various programs in the Faculty. The successful applicant will also maintain an active research program that complements the research themes the Faculty has identified: applied educational and counselling psychology; educational policy studies; gender, equity and social justice; language and literacy; mathematics, science and technology; and pedagogy and curriculum. Candidates whose work reflects more than one of these themes will be given preference. Salary will be commensurate with qualifications and experience. The Faculty of Education at Western is a dynamic, forward looking Faculty that provides an exciting opportunity for scholars in education looking for an environment that encourages fundamental and applied research in education and the provision of high quality programs at the undergraduate and graduate levels. The Faculty offers the B.Ed./Dip.Ed program in teacher education, graduate programs at the masters and doctoral levels, and an extensive range of in-service courses for teachers delivered by distance education. In 2002-03, there are 820 students in the undergraduate program, 150 in masters programs, 25 in PhD programs, and 4000 registrants in continuing education courses. More information on the Faculty of Education can be obtained from www.uwo.ca/edu/. Interested candidates should send a letter of application describing their teaching experience, their scholarly interests and achievements, and their potential contributions to the Faculty; their curriculum vitae; the names and addresses of three referees; and copies of their scholarly writing, by November 15, 2002, to: Dr. Allen T. Pearson, Dean, Faculty of Education, The University of Western Ontario, 1137 Western Road, London, ON N6G 1G7, Telephone: 519-661-2080; fax: 519-850-2377. Electronic dossiers may be sent to deaned@uwo.ca. All positions are subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO — The Faculty of Education invites applications for a full-time probationary (tenure-track) appointment in the area of language arts and literacy at the elementary school level at the rank of Assistant Professor, effective July 1, 2003. Applicants must have a PhD or equivalent and demonstrated research capabilities. Teaching experience in the schools is an asset. The successful applicant will bring enthusiasm, academic strength and collaborative abilities to the Faculty. The successful applicant will contribute to programs in language and literacy education in ways that reflect the Faculty's commitment to research and teaching that promote social and justice and equity. Teaching duties will include the development and delivery of courses within the various programs in the Faculty. The successful applicant will also maintain an active research program that complements the research themes the Faculty has identified: applied educational and counselling psychology; educational policy studies; gender, equity and social justice; language and literacy; mathematics, science and technology; and pedagogy and curriculum. Candidates whose work reflects more than one of these themes will be given preference. Salary will be commensurate with qualifications and experience. The Faculty of Education at Western is a dynamic, forward looking Faculty that provides an exciting opportunity for scholars in education looking for an environment that encourages fundamental and applied research in education and the provision of high quality programs at the undergraduate and graduate levels. The Faculty offers the B.Ed./Dip.Ed program in teacher education, graduate programs at the masters and doctoral levels, and an extensive range of in-service courses for teachers delivered by distance education. In 2002-03, there are 820 students in the undergraduate program, 150 in masters programs, 25 in PhD programs, and 4000 registrants in continuing education courses. More information on the Faculty of Education can be obtained from www.uwo.ca/edu/. Interested candidates should send a letter of application describing their teaching experience, their scholarly interests and achievements, and their potential contributions to the Faculty; their curriculum vitae, the names and addresses of three referees; and copies of their scholarly writing, by November 15, 2002, to: Dr. Allen T. Pearson, Dean, Faculty of Education, The University of Western Ontario, 1137 Western Road, London, ON N6G 1G7, Telephone: 519-661-2080; fax: 519-850-2377. Electronic dossiers may be sent to deaned@uwo.ca. All positions are subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

CONCORDIA UNIVERSITY — The Faculty of Arts & Science, has up to three tenure-track positions available, in the fields of Educational Technology, Early Childhood Education and Applied Linguistics. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm

CONCORDIA UNIVERSITY — The Faculty of Arts & Science is looking to fill one senior Canada Research Chair in Education. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm

THE UNIVERSITY OF WINDSOR invites applications for tenure-track faculty positions in the Faculty of Education commencing July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at www.uwindsor.ca/facultypositions. Contact: Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 3801, Fax: 519.971.3612; Email: progers@uwindsor.ca For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

Queen's University
SCHOOL OF POLICY STUDIES

The School of Policy Studies at Queen's University seeks to fill two tenure/tenure-track positions, beginning July 1, 2003. Applicants are expected to hold a Ph.D. and have an excellent record of high-quality research and teaching appropriate to their stage of career.

Economics: Assistant Professor. Candidates in any field are welcome to apply, although preference will be given to those in health economics, public economics or political economy. The successful candidate will have strong interests in public policy, and be able to teach core courses in the Master of Public Administration program, including introductory economics and quantitative analysis. Closing date is December 1, 2002.

Management of Public Organizations: Rank open. The successful candidate will be able to teach in the Master of Public Administration program in such areas as: management; public sector reform; conflict management; financial management; ethics in the public service. Closing date is January 3, 2003.

Candidates should send a letter of application, curriculum vita, and a copy of up to three refereed publications or other research papers to the address below. They should also arrange for three letters of recommendation to be sent under separate cover. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people, persons with disabilities, gay men and lesbians. CONTACT: Dr. Keith Banting, Director, School of Policy Studies, Queen's University, Kingston, ON, Canada K7L 3N6.

Schulich
School of Business
York University
www.schulich.yorku.ca

Tenure-Stream Position
in Supply Chain Management

The Management Science area of the Schulich School of Business at York University, Toronto, Canada invites applications for a tenure track position in Supply Chain Management at the Assistant or Associate Professor level. We are particularly interested in individuals capable of teaching and doing research in the field of supply chain management and, specifically, logistics or service operations management. Applicants must be willing to ground their research, whether empirical or mathematical modelling, in practice and issues of real world relevance. The Management Science area seeks scholars who will be committed to teaching in the BBA, MBA and PhD programs. Prior work experience and an MBA are valued attributes in any applicant. Priority will be given to those who have a completed doctorate.

Please send curriculum vitæ to:
Wade Cook
Management Science Area Co-ordinator
Schulich School of Business
York University
Toronto, Ontario
M3J 1P3 Canada

Salary and benefits are competitive. This position is subject to budgetary approval. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Management Science Area welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at: http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position. However, all applicants will be given serious consideration.

FACULTY OF ARTS

www.humanities.ualberta.ca/arts

The University of Alberta, with over 30,000 students and research funding in excess of $304 million per year, is recognized as one of Canada's finest universities. It is home to the second largest university library in the country, and its faculty members boast an outstanding teaching record with twenty-three 3M Teaching Fellows. The 89-hectare University campus, which houses world-class educational, research and cultural facilities, is located on the south bank of Edmonton's beautiful river valley. The city (metro pop 900,000) is a cosmopolitan provincial capital, famous for its vibrant festivals, its sunny days and the lowest taxes in the country.

Applications are invited for 21 tenure-track positions at the Assistant Professor level and 1 FSO position, all to take effect 1 July 2003. The 2002-03 salary scale for these positions is $47,184 to $66,816 and the benefits package is comprehensive. The Faculty of Arts is one of Canada's largest and most successful liberal arts teaching and research centres, with leading graduate programs in several areas. We are completing an extensive period of renewal and are committed to ensuring that our many new hires reinforce the Faculty's lively and productive intellectual environment.

Please forward applications to the Department contact by the deadline dates shown. Applications should consist of a letter of intent, CV, all university transcripts (or equivalent), and three letters of reference. Other application requirements are specified below where appropriate. Interested individuals are encouraged to check the specific departmental web sites for more detailed information about positions and departments.

Anthropology (Three positions)

A PhD and evidence of teaching and scholarly excellence required for each position. Candidates should be able to contribute to the Department's four-field approach to anthropology and will be expected to teach at the undergraduate and graduate levels. Application materials should include samples of publications and evaluations of teaching performance.

Cultural Anthropology – The successful candidate will have active research interests in Medical Anthropology and be able to teach in one or more additional areas of social/cultural anthropology; of particular interest to the Department are Political Anthropology, Technology and Society, Cognitive/Psychological Anthropology, the Anthropology of Expressive Culture/Art, and/or Visual Anthropology.

Physical Anthropology – The successful candidate will have a focus on human osteology/osteoarchaeology. Extensive reference and teaching collections and a full-time technologist support this position.

Zooarchaeology – The successful candidate will have a focus on North America. An ability to teach archaeometry and/or quantitative methods an asset. Extensive reference collections and a technologist support this position.

Professor N Lovell, Chair, Department of Anthropology, University of Alberta, Edmonton, Alberta, Canada T6G 2H4; Fax: 780-492-5273; email: nancy.lovell@ualberta.ca
www.arts.ualberta.ca/antlropology Application deadline: 30 November 2002.

Art and Design (Two positions)

For each position, a graduate degree (M Des or equivalent) in Industrial Design is required together with demonstrated success as a teacher, and evidence of a strong research portfolio.

Industrial Design: Furniture Design – Responsibilities include teaching upper-level undergraduate and graduate courses in furniture design/exhibition design. The successful candidate will have a strong record of industry experience, international recognition in furniture design, comprehensive research knowledge of current furniture manufacturing and material sciences, experience in and knowledge of current software applications as they relate to product development, and the ability to work in a team environment.

Industrial Design: Product Design and Computer-Aided Design – Responsibilities include teaching upper-level undergraduate and graduate courses in product design and computer-aided design. The successful candidate will have proven product development and systems design experience, knowledge of and experience with current software applications as they relate to product design and systems design, imaging and visualization, and the ability to work in a team environment.

Professor J Sybesma, Chair, Department of Art and Design, University of Alberta, Edmonton, Alberta, Canada T6G 2C9; Fax: 780-492-7870; email: jsybesma@ualberta.ca
www.ualberta.ca/~artdesin Application deadline: 15 February 2003.

Drama

Applications are invited for a position in **Directing and Performance Studies.** The successful candidate will teach at the undergraduate and graduate levels and have supervisory responsibilities in the MFA Directing and MA programs. A PhD or MFA degree in theatre is required. Candidates are expected to have professional theatre and critical writing experience, experience in Performance Studies research and directing, and possess expertise in the interconnection between theory and practice of theatrical directing and critical research.

Professor J Selman, Chair, Department of Drama, University of Alberta, Edmonton, Alberta, Canada T6G 2C9; Fax: 780-492-9156; email: jan.selman@ualberta.ca
www.ualberta.ca/~drama Application deadline: 30 November 2002.

East Asian Studies

Applications are invited for a position in Japanese Studies. A PhD in Japanese Studies and native or near-native fluency in Japanese and English are required and candidates will have a proven record of excellence in teaching and research in pre-modern Japanese and English. Field of specialization within pre-modern Japanese studies is open. The candidate is expected to make an active contribution to the undergraduate and graduate programs in Japanese. Applications should include a copy of a recent publication.

Professor J Brown, Chair, Department of East Asian Studies, University of Alberta, Edmonton, Alberta, Canada T6G 2E6; Fax: 780-492-7440; email: janice.brown@ualberta.ca
www.arts.ualberta.ca/~eastasia Application deadline: 1 December 2002.

Economics

Applications are invited for a position in macroeconomics, financial economics and/or applied time series econometrics. Applicants are expected to have a PhD and to display promise of excellence in teaching and research; the successful candidate will be expected to teach at both the undergraduate and graduate levels. Appointment salaries will be competitive.

Dr B Reid, Chair, Department of Economics, University of Alberta, Edmonton, Alberta, Canada T6G 2H4; Fax: 780-492-3300; www.ualberta.ca/~economic
Application deadline: 30 November 2002.

English (Four positions)

Applications are invited for up to four positions in the following areas: Creative Writing (Fiction), Diasporic Literatures with a specialization in East Asian Writing in English; Medieval Literature, with a specialization in Old English, Chaucer or History of the Language; Victorian Literature. A secondary interest in Sexuality Studies, Humanities Computing or Hypertext, or Cultural Studies is especially welcome. Applicants should have a PhD, teaching experience, and publications. Applications should include a writing sample (20 page maximum).

Professor J Mnlvihill, Acting Chair, Department of English, University of Alberta, Edmonton, Alberta, Canada T6G 2E5; Fax: 780-492-8142; email: james.mnlvihill@ualberta.ca
www.ualberta.ca/~englishd/enghome1.htmI Application deadline: 30 November 2002.

History and Classics

Applications are invited for a Hellenist, specializing in an area that complements existing faculty research interests; areas of particular interest include drama, epigraphy, numismatics, oratory, papyrology, philosophy or religion. The Department seeks candidates with demonstrated excellence in teaching and research and who take a broad, synthetic approach to literary and other forms of texts. A PhD in Classics and the ability to teach both Greek and Latin at all levels are required; the successful candidate will be expected to teach an introductory course in either Classical Mythology or World History as well as graduate level courses. Applications should include samples of written work.

Ms L Jenkins, Secretary to the Hiring Committee, Department of History and Classics, University of Alberta, Edmonton, Alberta, Canada T6G 2H4; Fax: 780-492-9125; email: louise.jenkins@ualberta.ca www.arts.ualberta.ca/histclas
Application deadline: 8 November 2002.

Modern Languages and Cultural Studies (Four positions)

PhD, native or near-native proficiency in the language concerned, demonstrated research competence and strong teaching potential required for all positions. Review of applications will begin on 30 November 2002 and continue until the positions are filled.

Spanish and Latin American Studies – Specialization in Latin American Studies and general cultures and literatures of Latin America. Preferred secondary interest(s): computer assisted language learning, translation, business Spanish. Fluency in another Romance language, especially Portuguese, or in a Germanic or Slavic language an asset.

Spanish Peninsular Studies – Specialization in Spanish Peninsular Studies culture and literature. Preferred secondary interest(s): computer assisted language learning, translation, business Spanish. Fluency in another Romance language, especially Portuguese, or in a Germanic or Slavic language an asset.

German Applied Linguistics – Specialization in second language acquisition and pedagogy. Preferred secondary interest(s): translation, business German, or history of the language. The successful candidate will play a major role in the coordination of the language program in German and participate in the overall operation of language programs in the department. Fluency in another Germanic language or in a Romance or Slavic language an asset.

Ukrainian Folklore and Culture – Specialization in folklore theory and methods as well as in traditions including oral and customary lore, and 20th century material culture and its historical foundations; expertise in Canadian ethnic experience; one of the following: ethnomusicology, textiles, paradigms of peasant/national/popular culture, cultural history, gender studies, diasporic culture, ethnographic methods, general folklore and cultural theory, archiving and internet-based resources. Fluency in another Slavic language, or in a Germanic or Romance language an asset.

University of Alberta
Edmonton

Modern Languages and Cultural Studies (One position)

Full-time continuing Faculty Service Officer II position as Spanish and French Undergraduate Language Programs Coordinator. PhD in Spanish, French, Second Language Acquisition, or Applied Linguistics preferred but candidates with equivalent experience will be considered. Native or near-native proficiency in both Spanish and French, demonstrated competence and experience in the administration of undergraduate language programs and CALL required.

Professor D Bruce, Chair, Department of Modern Languages and Cultural Studies, University of Alberta, Edmonton, Alberta, Canada T6G 2E6; Fax: 780-492-9106; email: dolores.wohlaud@ualberta.ca www.mlcs.ca
Application deadline: 30 November, 2002.

Music

Applications are invited for a position in Composition and Theory from individuals who have a doctoral degree, an established publication record of creative work and/or professional performances, achievement or promise on a national or international scale, and teaching experience at the university level. Expertise in both acoustic and electronic media preferred. Applications should include three scores and recordings for acoustic repertory and/or the equivalent for creative work in electronic media and, if available, samples of research done in music theory and analysis.

Professor F Pier, Chair, Department of Music, University of Alberta, Edmonton, Alberta, Canada T6G 2C9; Fax: 780-492-9246; email: fpier@ualberta.ca www.ualberta.ca/music
Application deadline: 15 November 2002.

Philosophy

Applications are invited for a position specializing in the History of Western Philosophy: Ancient, Medieval, or Early Modern. A PhD is required. Candidates should provide evidence of teaching and scholarly excellence and a sample of written work.

Professor B Linsky, Chair, Department of Philosophy, University of Alberta, Edmonton, Alberta, Canada T6G 2E5; Fax: 780-492-9160; email: blinsky@ualberta.ca www.ualberta.ca/~philosop
Application deadline: 25 November 2002.

Sociology (Two positions)

A PhD and demonstrated promise of excellence in teaching and research required.

Population Health – Preference will be given to candidates with teaching and research interests in gender and health, aboriginal health, health policy, environmental health, healthy aging, child and youth health. The successful candidate will be expected to collaborate with colleagues to develop and participate in research and education activities, including competing for external research funding.
Application deadline: 15 October 2002.

Quantitative Methods and Statistics – Preference will be given to candidates with teaching and research interests in quantitative methods or statistics or in substantive areas using advanced quantitative methods or statistics. The successful candidate will apply statistical/quantitative methods, take methodology as an object of inquiry, and offer advanced courses in the area.
Application deadline: 15 November 2002.

Professor R Sydie, Chair, Department of Sociology, University of Alberta, Edmonton, Alberta, Canada T6G 2H4; Fax: 780-492-7196; email: rsydie@ualberta.ca www.arts.ualberta.ca/socweb

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

CHEO | Université d' University of Ottawa | The Ottawa Hospital | L'Hôpital d'Ottawa

WILBERT J. KEON CHAIR OF SURGERY

The Faculty of Medicine of the University of Ottawa seeks an outstanding academic leader to lead the Department of Surgery. The selected individual will have a track record of academic and clinical excellence, a commitment to education and scholarship and will possess strong interpersonal and leadership skills. S/he also will be eligible for licensure in Ontario and will hold, or be eligible for, certification in Surgery from the Royal College of Physicians and Surgeons of Canada. The successful candidate will be offered a full-time University appointment at the appropriate academic rank and will occupy the Wilbert J. Keon Chair of Surgery.

The Department of Surgery includes over 100 full time and part-time members who contribute significantly to research and to the undergraduate and postgraduate medical education programs. The Department administers 8 accredited Royal College training programs: General Surgery, Pediatric General Surgery, Cardiac Surgery, Neurosurgery, Orthopedic Surgery, Thoracic Surgery, Vascular Surgery and Urology.

The successful candidate will be responsible for the entire academic administration of the Department of Surgery on all sites – The Ottawa Hospital, the University of Ottawa Heart Institute and the Children's Hospital of Eastern Ontario. The successful candidate also will be appointed as Clinical Head at either The Ottawa Hospital or the Children's Hospital of Eastern Ontario with direct responsibility for clinical organization of the Department. The successful candidate will be responsible for maintaining and strengthening the educational programs at all levels and for encouraging the development of strong research activities within the Department.

The Faculty of Medicine of the University of Ottawa is a bilingual medical school and offers undergraduate medical education in English and French. Its undergraduate medical curriculum is based on a small group, problem based format that favours distributed learning supported by an innovative laptop, web based technology approach. A commitment to support bilingualism within the Faculty is essential and a working knowledge of both English and French would be an asset.

Interested candidates should forward their curriculum vitae and the names of three references to:

Dr. Peter Walker
Dean, Faculty of Medicine
University of Ottawa
451 Smyth, Ottawa, Ontario, K1H 8M5

For more information on the Faculty of Medicine visit our web site at www.med.uottawa.ca. Deadline for application: **December 15, 2002.**

All qualified candidates are invited to apply; however, Canadians and permanent residents will be given priority. Equity is a University of Ottawa policy; women, aboriginal people, members of visible minorities and persons with disabilities are encouraged to apply.

CHAIRE DE CHIRURGIE WILBERT J. KEON

La Faculté de médecine de l'Université d'Ottawa est à la recherche d'un excellent chef de file dans les domaines pédagogique et clinique pouvant diriger son Département de chirurgie. Le candidat ou la candidate choisi(e) aura un dossier reflétant l'excellence dans les domaines pédagogique et clinique et un attachement à l'enseignement et aux études; il (elle) aura de bonnes aptitudes interpersonnelles et de leadership. Il ou elle sera un mesure de recevoir l'autorisation d'exercer en Ontario et détiendra ou sera admissible à obtenir un certificat en anesthésiologie du Collège royal des médecins et chirurgiens du Canada. On offrira au candidat ou à la candidate un poste à plein temps à l'Université dans la catégorie professorale correspondante, et il ou elle occupera la chaire de chirurgie Wilbert J. Keon.

Le Département de chirurgie compte plus de 100 membres à temps plein et à temps partiel qui apportent une contribution significative à la recherche et aux programmes de formation en médecine non diplômés et diplômés. Le Département administre huit programmes reconnus par le Collège royal : chirurgie générale, chirurgie pédiatrique, chirurgie cardiaque, neurochirurgie, chirurgie orthopédique, chirurgie thoracique, chirurgie vasculaire et urologie.

Le candidat ou la candidate choisi(e) sera responsable de l'ensemble de l'administration scolaire du Département de chirurgie sur tous ses sites, à savoir l'Hopital d'Ottawa, l'Institut de cardiologie de l'Université d'Ottawa et l'Hôpital pour enfants de l'Est de l'Ontario. Le candidat ou la candidate choisi(e) sera également nommé(e) directeur des services cliniques de l'Hôpital d'Ottawa ou de l'Hôpital pour enfants de l'Est de l'Ontario et aura la responsabilité directe de l'organisation clinique du Département. Il ou elle sera chargée de maintenir et d'améliorer les programmes d'enseignement à tous les niveaux et d'encourager la mise en place d'activites de recherche saines au sein de Département.

La Faculté de médecine de l'Université d'Ottawa est une école de médecine bilingue offrant une formation en anglais et en français à l'intention des étudiants non diplômés. Son programme de formation de premier cycle en médecine repose sur l'apprentissage par problèmes et en petits groupes; l'étudiant passe ainsi par un apprentissage échelonné soutenu par une approche innovatrice faisant appel aux ordinateurs portatifs et à l'Internet. La volonté de favoriser le bilinguisme au sein de la Faculté est un aspect essentiel, et une connaissance de travail de l'anglais et du français constitue un atout.

Les personnes intéressées doivent faire parvenir leur curriculum vitae et les noms de trois références au **Dr. Peter Walker, doyen, Faculté de médecine, Université d'Ottawa, 451 rue Smyth, Ottawa (Ontario), K1H 8M5.** On trouvera plus d'information sur la Faculté de médecine sur son site (www.med.uottawa.ca). Date limite de réception des candidatures : **15 décembre, 2002.**

En accord avec les exigences canadiennes d'immigration, cette annonce s'adresse d'abord, mais non exclusivement, aux personnes ayant la citoyenneté canadienne ou le statut de résidents permanents. L'Université d'Ottawa pratique l'équité en matière d'emploi et invite les femmes, les Autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature.

Dean of Osgoode Hall Law School

Osgoode Hall Law School, established in 1889 and the largest common-law law school in Canada, invites applications and nominations for the position of Dean.

In Canada and internationally, Osgoode Hall Law School of York University is recognized for innovation in legal education through its diverse and intellectually rigorous programs leading to LLB, LLM and DJur degrees, as well as joint degrees with the Schulich School of Business and the Faculty of Environmental Studies, and its Professional Development Program, which is unique in Canada. It draws students from across the country and internationally, and its faculty includes many of the country's leading legal scholars.

Osgoode Hall Law School has been affiliated with York University since 1968. Located in Toronto, York University is Canada's third largest university and offers distinctive programs in the humanities and social sciences, the sciences, the fine arts and the professions. Osgoode's location in Toronto permits it to draw on the rich diversity of Toronto's multicultural community and the resources of the Toronto legal community.

The successful candidate for Dean will possess the vision and leadership, as well as relevant skills and administrative ability, to move the Law School forward. Preferred qualifications of the successful candidate include:

- national distinction based on a significant record of achievement in an academic setting and/or the legal profession;
- a clear commitment to academic excellence and the highest standards of professionalism in the practice of law;
- the communication skills and personality necessary to convey effectively the School's vision and distinctive character to a range of audiences including students, faculty, staff, alumni, the bar and bench, donors, and the broader community;
- a strong commitment to fundraising and alumni relations, and to working as part of a team to advance the School and the University;
- a commitment to cultural diversity and equality of opportunity.

The appointment is for five years, commencing July 1, 2003. The search committee will begin reviewing applications on November 1, 2002 and will continue until the position is filled. Applications and nominations should be submitted to: The Caldwell Partners International. Please indicate your interest in Project 7307 through the Opportunities section of www.caldwell.ca, by email to resumes@caldwell.ca, or in writing to 64 Prince Arthur Avenue, Toronto, ON, M5R 1B4.

For further information on York University and the Osgoode Hall Law School, see www.yorku.ca and www.osgoode.yorku.ca.

York University is implementing a policy of employment equity. Qualified women and men, Aboriginal Canadians, members of visible minorities and persons with disabilities are encouraged to apply. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

YORK UNIVERSITÉ UNIVERSITY redefine THE POSSIBLE

Bana Qabbani
Undergraduate student,
Major in Journalism / Minor in Political Science

Concordia University's Faculty of Arts and Science

A Brilliant Choice

Since 1997, our Faculty of Arts and Science has hired more than 125 tenure-track professors, marking the biggest rebuilding of our professorial ranks in a generation. We plan to hire another 75 professors over the next three years, including up to 30 for the 2003-04 academic year. We invite you to join our dynamic Faculty.

APPLIED HUMAN SCIENCES

Our Department of Applied Human Sciences invites applications for up to four tenure-track positions, one each in the fields of Applied Life Span Development, Group Processes, Leisure Sciences and Therapeutic Recreation. The successful candidates will be expected to develop and teach courses, maintain a research profile in their field and become involved in relevant profit and/or non-profit organizations. Applicants must have a doctorate degree in a relevant discipline. French proficiency is an asset. For a more detailed description of each position, please visit our web site (http://artsandscience.concordia.ca/internet/jobs.cfm)

Dr. Randy Swedburg
Chair, Department of Applied Human Sciences
swed@vax2.cancardia.ca

BIOLOGY

Our Department of Biology invites applications for one tenure-track position in Genomics, at either the Assistant or Associate Professor level. Appointment at the Associate Professor level may include tenure on appointment. Applicants must have a PhD and postdoctoral experience. The successful candidate will be expected to have or develop an externally funded research program using genomic approaches to study fundamental and/or applied problems in biology, and will teach at the undergraduate and/or graduate levels. The candidate will join a complement of about a dozen faculty members with research interests in molecular and systems biology, and will have access to the resources of Concordia's Center for Structural and Functional Genomics. If the appointment is made at the Associate level, the individual will be expected to direct the new Diploma Program in Biotechnology, which is anticipated to open in September, 2003.

Dr. Claire Cupples
Chair, Department of Biology
biachair@alcar.cancordia.ca

CLASSICS/ARCHAEOLOGY

Our Department of Classics, Modern Languages and Linguistics invites applications for one tenure-track position in Classical Archaeology (research field open). The ideal candidate must have a PhD and a demonstrated commitment to research, as well as excellence in teaching. The ability to teach courses in ancient Greek and Latin is an asset.

Dr. Catherine Valleja
Chair, Dept. of Classics, Modern Languages and Linguistics
valleja@alcar.cancardia.ca

COMMUNICATION STUDIES

Our Department of Communication Studies invites applications for up to two tenure-track positions, one in the field of Multimedia Theory and Practice and the other in the field of Political Economy, Culture and Communication. Applicants should have a terminal degree (PhD or MFA) in Communication Studies or a cognate discipline. Applicants should also have related teaching experience and the ability to build and maintain a high quality creative and/or research program. Candidates for the position in Multimedia Theory and Practice will be expected to teach in creative laboratory and seminar courses. Candidates for the position in Political Economy, Culture and Communication will be expected to teach in lecture and seminar courses. Both positions require candidates to supervise students at the undergraduate and graduate levels.

Dr. Lorna Roth
Chair, Department of Communication Studies
l.roth@sympatica.ca

ECONOMICS

Our Department of Economics invites applications for up to two tenure-track positions. While all fields will be considered, we have a special interest in candidates who specialize in microeconomics (including Labor, International Economics, Industrial Organization) or in applied econometrics. Candidates should have a completed, or near completed, PhD. They will be expected to teach at the undergraduate and graduate levels and be committed to research.

Dr. William A. Sims
Chair, Department of Economics
simswas@vax2.cancardia.ca

EDUCATION

Our Department of Education invites applications for up to three tenure-track positions, one each in the fields of Educational Technology, Early Childhood Education and Applied Linguistics. For the position in Educational Technology, candidates must be able to teach in the field of human performance technology, which deals with organizational design, goal setting, needs analysis, job analysis, instructional design, training development, evaluation and related human resource issues. For the position in Early Childhood Education, teaching and research areas include child development, language arts and social policy for education and daycare. For the position in Applied Linguistics, the focus is on second language teaching and learning, including English grammar and phonology, and new technologies in language teaching. Applicants for each of these positions should have a PhD. A knowledge of French would be an asset.

Prof. Ellen Jacabs
Chair, Department of Education
Jacabs@vax2.cancardia.ca

ENGLISH

Our Department of English invites applications for one tenure-track position in Canadian Literature. Applicants should have a completed or nearly-completed PhD, as well as prior teaching experience. Strength in a secondary area outside Canadian Literature is a desirable asset. The successful candidate will teach at the undergraduate and graduate levels and will supervise graduate theses. We also expect an active and productive commitment to scholarship. Candidates should include a writing sample along with their applications.

Prof. Terence Byrnes
Chair, Department of English
byrnes@alcar.cancardia.ca

ÉTUDES FRANÇAISES

Le Département d'Études françaises sollicite des candidatures à un poste, orienté vers la traduction-traductique, au rang de professeur-e adjoint-e, et menant à la permanence. Les qualifications recherchées sont un doctorat en traduction et/ou avec spécialité en traductique ou en terminotique, habileté à enseigner des matières connexes, principalement la traduction générale, et intérêt démontré pour la localisation. Une bonne connaissance du milieu professionnel est requise.

Madame Lucie Lequin
Directrice du département d'Études françaises
lequin@vax2.cancardia.ca

EXERCISE SCIENCE

Our Department of Exercise Science invites applications for up to two tenure-track positions, one in the field of Athletic Therapy and the other in the field of Clinical Exercise Physiology. For the Athletic Therapy position, applicants must be certified by the Canadian Athletic Therapists Association or the National Athletic Trainers Association. Primary teaching responsibilities will require specialization in the areas of Sport Injury Assessment and Rehabilitation, Therapeutic Modalities and Emergency Care Procedures. For the position in Clinical Exercise Physiology, primary teaching responsibilities require specialization in the areas of Human Physiology, Physiology of Exercise, Pathophysiology, Physical Activity and Aging, and Pediatric Exercise Physiology. Candidates with a background in muscle biochemistry are preferred. Applicants for both positions must have a relevant degree, preferably a PhD. Candidates will be required to establish a strong research profile, including publications, and obtain external funding.

Dr. William R. Sellers
Chair, Department of Exercise Science
bsell@vax2.cancardia.ca

HISTORY

Our Department of History invites applications for up to two tenure-track positions, one in the field of African History, the other in the field of Nineteenth/Twentieth Century Eastern Europe History. Applicants must have a PhD, teaching experience and publications appropriate to an entry-level position.

Dr. Ranald Rudin
Chair, Department of History
rudin@vax2.cancardia.ca

JOURNALISM

Our Department of Journalism invites applications for one tenure-track position for a candidate who can teach Computer-Assisted Journalism (including computer-assisted reporting, on-line magazine publishing, and desk-top publishing). Duties will include teaching in at least two of these areas at both the graduate and undergraduate levels, and supervising two computer labs. The ideal candidate will have a PhD and at least five years of professional experience as a journalist. University teaching experience and a strong research or professional portfolio are essential, as is a working knowledge of French.

Dr. Enn Raudsepp
Director, Department of Journalism
raudhen@vax2.cancordia.ca

LIBERAL ARTS COLLEGE

Our Liberal Arts College invites applications for up to two tenure-track positions for its multi-disciplinary Great Books core curriculum. For the first position, we are looking for someone with a PhD in History, preferably with specialized competence in 19th and 20th Century European Intellectual History. For the second position, we are looking for someone with a PhD in Comparative or English Literature, or Classics, preferably with specialized competence in Ancient and Medieval Literature. The successful candidates will teach Western Civilization seminars and preferably have acquired competence to teach a traditional art history or music survey, running across Antiquity to the present. Our first preference is for candidates who have achieved the rank of Associate Professor. Applicants must have experience in, and a commitment to, the Liberal Arts College's vision of education. A record of publication is required.

Prof. Harvey Shulman
Principal, Liberal Arts College
shulhar@vax2.concordia.ca

MATHEMATICS AND STATISTICS

Our Department of Mathematics and Statistics invites applications for one tenure-track position in Statistics. Applicants should have a PhD in Statistics and demonstrated interest in teaching and research at both the undergraduate and graduate levels. Strong candidates in any area of Statistics are encouraged to apply; however, preference will be given to candidates with post-doctoral experience and strong research in the areas of Computational Statistics, Multivariate Analysis, Survival Analysis, Time Series Analysis, Bio-Statistics, Finance or Data Mining.

Dr. Hershy Kisilevsky
Chair, Department of Mathematics and Statistics
chair@mathstat.cancardia.ca

PHILOSOPHY

Our Department of Philosophy invites applications for one tenure-track position for a candidate specializing in Ethics. Applicants should have a PhD, an active research program and prior teaching experience. Competence in Early Modern Philosophy is an asset. The ideal candidate will teach at the undergraduate and graduate levels and will be expected to supervise graduate theses.

Dr. Andrew Wayne
Chair, Department of Philosophy
awayne@alcar.cancardia.ca

POLITICAL SCIENCE
Our Department of Political Science invites applications for up to four tenure-track positions. Two positions are in the field of Comparative Politics, for which the candidates must show a demonstrated knowledge of theoretical debates in the sub-discipline and must have a focus on one of the following regions: Latin America, Sub-Saharan Africa, the Middle East or China. One position is in the area of American Politics with a focus on political institutions and political behaviour. One position is in the area of Canadian Politics, with a specialization in the areas of institutions and legislatures. Additional interest in areas related to Canadian political culture would be an asset. Applicants for each of these positions should have a PhD and an active research program. The successful candidates will teach at both the undergraduate and graduate levels.
Dr. Reeto Chowdhori Tremblay
Chair, Department of Politicol Science
reetact@vax2.concordio.co

PSYCHOLOGY
Our Department of Psychology invites applications for one tenure-track position in the area of clinical psychology. Special consideration will be given to candidates with research interests in psychopathology, developmental psychopathology across the lifespan, health, prevention, program evaluation, personality, or the family, or whose research will add to either of our two associated research centers -- the Centre for Research in Human Development and the Centre for Studies in Behavioural Neurobiology. Applicants must have a PhD, preferably from an APA- or CPA-accredited clinical program. Post-doctoral training and teaching experience are desirable. Applicants should have a dedication to scholarship, a demonstrated ability to build and maintain a high-quality research program and an ability to contribute to the training of students in our CPA- and APA- accredited doctoral program in clinical psychology.
Dr. June Choikelson
Chair, Department of Psychology
choikel@vax2.concordio.co

SOCIOLOGY
Our Department of Sociology and Anthropology invites applications for up to two positions in Sociology, one in economic globalization and one in social inclusion/exclusion. We are particularly interested in researchers with skills in advanced methodologies and the analysis of large data bases. This is a joint-department: anthropologists may also apply. Applicants must have a PhD. A working knowledge of French is an asset.
Dr. Anthony Synnott
Choir, Department of Sociology and Anthropology
synnott@vox2.concordio.co

SPANISH
Our Department of Classics, Modern Languages and Linguistics invites applications for one tenure-track position in the area of Twentieth and/or Nineteenth Century Spanish Peninsular literature and culture. Applicants must hold a PhD and have a demonstrated commitment to research. Excellence in teaching and native or near-native fluency in Spanish and English are required. Our program is wide-ranging, incorporating innovative pedagogic and curricular approaches. Preference will be given to candidates with a demonstrated interest in one or more of the following Hispanic studies fields: cultural studies, critical theory, film studies, pedagogy or computer-assisted language learning.
Dr. Catherine Vallejo
Choir, Dept. of Classics, Modern Longuoges and Linguistics
vollejo@alcor.concordio.co

THEOLOGICAL STUDIES
Our Department of Theological Studies invites applications for one tenure-track position in the area of Systematic Theology. Applicants must have a completed or very nearly completed PhD and should have prior teaching experience and a record of scholarly publications. The ideal candidate will be expected to teach at both the undergraduate and graduate levels. Our Department emphasizes interfaith dialogue and promotes studies in religious pluralism and the interface between theology and culture.
Dr. Pamelo Bright
Choir, Department of Theologicol Studies
brightp@alcor.concordio.co

Maude Bellenguez-Lavin
Undergraduate student, Major in Biology

Subject to budgetary approval, we anticipate filling these positions, normally at the rank of Assistant Professor, for July 1, 2003. Please forward all applications to the appropriate Department contact. Review of applications will begin on November 1, 2002 and continue until the positions are filled. Applications should consist of a letter of intent, a curriculum vitae, a list of publications, a statement of teaching and research interests and three letters of reference.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

Please direct all general inquiries about the Faculty to Dr. Martin Singer, Dean of the Faculty of Arts and Science. Telephone: (514) 848-2081; e-mail: msinger@vax2.concordia.ca;
Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Qc. H3G 1M8.
Internet: http://artsandscience.concordia.ca

Canada Research Chairs

Concordia University has allocated up to 12 Canada Research Chairs to its Faculty of Arts and Science. We are currently seeking to fill five of these positions. In order to successfully compete for a Canada Research Chairs award, candidates are expected to have an outstanding and innovative research program and the ability to attract excellent graduate students. Those candidates nominated by the Faculty will have their applications submitted for approval to the CRC Secretariat. Senior appointments will normally be made at the Full Professor level. Junior appointments will normally be made at the Associate Professor level.

Adam Radomsky
Assistant Professor, Psychology

Senior (Tier I) and Junior (Tier II) Canada Research Chairs in Psychology – Human Development
Our Department of Psychology invites applications for one Senior Canada Research Chair and one Junior Canada Research Chair, each in the field of Human Development. Applications will be considered in any area of human development across the life course, from infancy through aging. Particular areas of interest include: social development, social cognition, developmental psychopathology, and the health and development of high-risk populations. These positions will be based at the Centre for Research in Human Development, a government-supported research "Centre of Excellence", providing outstanding faculty and research facilities and research training opportunities at the doctoral and post-doctoral levels.
Dr. Liso Serbin
Director, Centre for Reseorch in Human Development
lserbin@vox2.concordio.co

Senior (Tier I) Canada Research Chair in Education
Our Department of Education invites applications for one Senior Canada Research Chair in Education, in the field of human learning across the lifespan. The successful candidate is expected to have a strong ongoing research program and an excellent record of research productivity in one of the following areas – cognitive/social development, technology integration in teaching and learning, or second language learning in the classroom. Our Department of Education has excellent research training opportunities and exceptional research facilities, including the Centre for the Study of Learning and Performance.
Prof. Ellen Jocobs
Choir, Department of Education
jocobs@vox2.concordio.co

Senior (Tier I) Canada Research Chair in Genomics
Our Department of Biology invites applications for one Senior Canada Research Chair in Genomics. The successful candidate will be an established researcher who uses genomic approaches to study fundamental and/or applied problems of biology. He or she will play a leading role in the expansion of genomic research and education at Concordia, including future faculty hiring in the field, and will have access to the resources of Concordia's Centre for Structural and Functional Genomics.
Dr. Claire Cupples,
Chair, Department of Biology
biochair@alcor.cancordio.ca

Junior (Tier II) Canada Research Chair in Biological Chemistry
Our Department of Chemistry and Biochemistry invites applications for one Junior Canada Research Chair. Applications will be considered in any area of biological chemistry that complements those of the present faculty. The Department currently houses the Centre for Research in Molecular Modeling, with a state-of-the-art Beowulf cluster computing facility, and also offers a major facility for the mass spectrometric analysis of biomolecules. The successful candidate will be expected to actively participate in the Department's efforts to become a leading unit in science, at the interface between Chemistry and Biology.
Dr. M.F. Lowrence
Chair, Department of Chemistry and Biochemistry
lawrence@vax2.concordio.ca

These CRC positions will be filled either for the academic year beginning 2003 or 2004, depending on the prior commitments of the applicants and upon the successful completion of the Canada Research Chairs nomination and approval process. Applications must include a curriculum vitae, a statement of teaching and research objectives, and three letters of reference. Please forward all applications to the appropriate Department contact.

Review of applications will begin on November 1, 2002 and continue until the positions have been filled.

For more information about the above departments, we invite you to visit their web sites, which can be accessed through the main Faculty of Arts and Science web site at http://artsandscience.concordia.ca.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

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UNIVERSITY

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ENGINEERING

THE UNIVERSITY OF TORONTO — The Department of Mechanical and Industrial Engineering invites applications for an academic tenure stream position at the rank of Assistant, Associate or Full Professor, in the area of Advanced Operations Research Methodologies Candidates must have a doctoral degree in Industrial Engineering or Operations Research, an outstanding academic and research record, and effective teaching ability. An undergraduate degree in Engineering is an asset Duties will include undergraduate and graduate teaching, research, and departmental service Salary is commensurate with qualifications Start date is July 1, 2003 Applicants should include in their responses a detailed curriculum vitae, a clear statement of their specific teaching and research interests, and the names of three persons able to provide references in support of their application Letters of application should be addressed to Professor J S Wallace, Chair, Department of Mechanical and Industrial Engineering, University of Toronto, 5 King's College Road, Toronto, Ontario, M5S 3G8 The closing date for all applications to be received is November 29, 2002 The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority

THE UNIVERSITY OF TORONTO — The Department of Mechanical and Industrial Engineering invites applications for two (2) academic tenure stream positions at the rank of Assistant Professor In the area of Information Engineering Candidates must have a doctoral degree in Computer Science, Information Systems or in Computer, Industrial or Systems Engineering, an outstanding academic record, effective teaching ability and a strong interest in the engineering of information systems for organizational effectiveness An undergraduate degree in Engineering would be an asset Successful candidates will participate in the development of a new program in Information Engineering, which is concerned with the engineering of information and knowledge, the systems with which they are delivered, and the processes in which they are to be deployed The objective is to support the achievement of organizational goals through the efficient and flexible operation of business processes Information Engineering builds upon a strong systems perspective to fuse and extend three core disciplines Information Systems and Automated Reasoning, Human Factors and Ergonomics; and Organizational Structure and Behaviour Duties will include undergraduate and graduate teaching, research, and departmental service Salary is commensurate with qualifications Start date is July 1, 2003 or earlier. Applicants should include in their responses a detailed curriculum vitae, a clear statement of their specific teaching and research interests; and the names of three persons able to provide references in support of their application Letters of application should be addressed to Professor J S Wallace, Chair, Department of Mechanical and Industrial Engineering, University of Toronto, 5 King's College Road, Toronto, Ontario, M5S 3G8. The closing date for all applications to be received is November 29, 2002 The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority

THE UNIVERSITY OF TORONTO — The Department of Mechanical and Industrial Engineering invites applications for an academic tenure stream position at the rank of Assistant Professor in the area of Smart Systems Design (Mechatronics) Candidates must have effective teaching ability and will be expected to make a major contribution to the Undergraduate and Graduate Programs in Mechatronics In this context Smart Systems Design (Mechatronics) is the "synergetic integration of mechanical engineering systems with electronic and intelligent systems" The successful applicant will be expected to develop a strong and independent research program in a complementary research area (e g MEMS, smart structures…) Applicants must have a doctoral degree, an outstanding academic record and be prepared to obtain registration as a professional engineer Industrial experience would be an asset. Salary is commensurate with qualifications. Start date is July 1, 2003 Applicants should include in their responses a detailed curriculum vitae, a clear statement of their specific teaching and research interests; and the names of three persons able to provide references in support of their application. Letters of application should be addressed to: Professor J.S. Wallace, Chair, Department of Mechanical and Industrial Engineering, University of Toronto, 5 King's College Road, Toronto, Ontario, M5S 3G8. The closing date for all applications to be received is November 29, 2002 The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

THE UNIVERSITY OF TORONTO — The Department of Mechanical and Industrial Engineering invites applications for an academic tenure stream position at the rank of Assistant Professor in the area of Fluid Mechanics. An experimental background would be desirable but is not an absolute requirement. Applicants must have a doctoral degree in Mechanical Engineering (or a related discipline with a focus on fluid mechanics), an outstanding academic and research record, and effective teaching ability. An undergraduate degree in engineering is an asset. Duties will include undergraduate and graduate teaching, research, and departmental service. Salary is commensurate with qualifications Start date is July 1, 2003 or earlier. Applicants should include in their responses: a detailed curriculum vitae, a clear statement of their specific teaching and research interests; and the names of three persons able to provide references in support of their application. Letters of application should be addressed to Professor J S Wallace, Chair, Department of Mechanical and Industrial Engineering, University of Toronto, 5 King's College Road, Toronto, Ontario, M5S 3G8 The closing date for all applications to be received is November 29, 2002 The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority

THE UNIVERSITY OF TORONTO — The Department of Mechanical and Industrial Engineering invites applications for an academic tenure stream appointment as a Tier II Canada Research Chair in the area of Computational Fluid Dynamics (CFD). The appointment will be at the rank of Assistant Professor. Candidates must have a doctoral degree in Mechanical Engineering (or a related discipline with a focus on CFD), an outstanding academic and research record, and effective teaching ability An undergraduate degree in Engineering is an asset. Duties will include undergraduate and graduate teaching, research, and departmental service Salary is commensurate with qualifications. Start date is July 1, 2003 Applicants should include in their responses: a detailed curriculum vitae; a clear statement of their specific teaching and research interests; and the names of three persons able to provide references in support of their application. Letters of application should be addressed to Professor J.S. Wallace, Chair, Department of Mechanical and Industrial Engineering, University of Toronto, 5 King's College Road, Toronto, Ontario, M5S 3G8 The closing date for all applications to be received is November 29, 2002 The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority

THE UNIVERSITY OF TORONTO — The Institute of Biomaterials & Biomedical Engineering seeks an innovative person for a teaching stream position at the rank of Lecturer. The Institute of Biomaterials & Biomedical Engineering (www.utoronto.ca/IBBME), is launching a new state-of-the-art undergraduate teaching laboratory. The selected candidate will be appointed to the rank of Lecturer and will be expected to undertake responsibility for this laboratory Responsibilities include undergraduate teaching, managing teaching assistants, developing course materials, and curriculum development Laboratory duties will include the development, implementation, and teaching of various laboratory experiments illustrating the principles of cellular bioengineering, medical and molecular imaging, electrophysiology as well as conventional physiology The laboratory has several tissue culture hoods and twelve microscope/ image analysis/ computer modelling work-stations. With a suitable candidate, there will be some responsibility for Institute computer administration Initial appointment is for a term of two years with the potential for renewal for a further three years. Eligibility Candidates should have a minimum of M Sc or MA Sc. graduate degree in biomedical engineering or a related field and demonstrated excellence in laboratory instruction and innovation. Interested candidates are invited to submit a curriculum vitae, statement of career goals and teaching philosophy, evidence of teaching excellence, and the names and email addresses of at least three references. Applications should be sent by email (text, postscript or PDF only, please) to contact ibbme@utoronto ca or, mail to M V Sefton, Director, Institute of Biomaterials & Biomedical Engineering, University of Toronto, Ontario, Canada M5S 3G4 Specify the position you are applying for. Applications will be accepted until the position is filled. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority

THE UNIVERSITY OF ALBERTA — The Department of Chemical and Materials Engineering, University of Alberta, as part of the research program that is being conducted under the NSERC-EPCOR-AERI Industrial Research Chair in Advanced Coal Cleaning and Combustion Technology, is seeking a candidate for the position of Research Associate The candidate should have combined expertise in Chemical Engineering, Coal Cleaning and Combustion Technology, and Coal Combustion Emission Control. Strong background in Chemistry, in particular in analytical chemistry will be an asset. The candidate must have a high level of physical understanding of coal combustion emission. The candidate should have demonstrated research independence with minimum supervision and have published in prestigious learned journals. The position is available for an initial one year. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Interested candidates should apply, prior to December 1, 2002, directly to Professor Zhenghe Xu, Department of Chemical and Materials Engineering, University of Alberta, Edmonton, Alberta, T6G 2G6, Canada The University of Alberta is on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

McGILL UNIVERSITY — The Department of Chemical Engineering invites applications for a tenure track appointment at the assistant professor level in Chemical Engineering. The successful candidate is expected to participate effectively in teaching at all levels and to develop a vigorous, independent research program in the area of advanced separation processes, water/waste water pollution control or desalination. In addition to a primary appointment in the Department of Chemical Engineering, the position also involves membership in the Biace Centre for Water Resources Management. It is expected that the successful applicant will play an important role in the activities of this Centre. Applicants must have a doctoral degree in chemical engineering and be eligible for membership as professional engineers. They should demonstrate evidence of outstanding potential for teaching and research The successful candidate will join a high profile department of 14 tenured staff, almost 300 undergraduate students, and about 80 graduate students We have just moved into a new building and can offer an excellent infrastructure for both teaching and research In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents in Canada McGill University is committed to equity in employment. Send résumé, names of three references and elaboration concerning research and teaching interests to Prof. R.J. Munz, eng., Chair, Department of Chemical Engineering, McGill University, M H Wong Building, 3610 University St., Montreal, Quebec, Canada, H3A 2B2. The appointment will be made as soon as possible.

THE UNIVERSITY OF VICTORIA — The Department of Electrical and Computer Engineering is undergoing a major expansion and is seeking applications from outstanding candidates to fill several regular tenure track positions at the Assistant or Associate Professor levels. Applicants at the rank of Professor will be considered in exceptional circumstances. The following areas are of particular interest. Telecommunications, Computer Engineering, Software Engineering, Signal Processing, Electronics The Department has an international reputation for high quality research, and currently is the home of 22 regular faculty members, eight of whom are Fellows of the IEEE Applicants should send a curriculum vitae, reprints of their most important recent research and the names of at least three referees to: Dr. N. Dimopoulos, Chair, Dept of Electrical and Computer Engineering, University of Victoria, PO Box 3055 STN CSC, Victoria, BC, Canada, V8W 3P6, Fax (250) 721-6052; Email chair@ece uvic.ca Please consult our web page (http://www ece uvic.ca/positions/ad.html) for more information on research areas and application deadlines. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. This advertisement is directed to both Canadian and international candidates

THE UNIVERSITY OF ALBERTA — The Department of Chemical and Materials Engineering invites applications for a tenure-track faculty position at the Assistant Professor level in the general areas of energy and/or energy and the environment. The position is currently open and will be filled as soon as possible Candidates must either hold a PhD in Chemical Engineering, or related field, or expect to receive one shortly after taking up their appointment Successful candidates will be expected to establish viable and productive research programs, and teach both graduate and undergraduate courses The position is intended to complement our current strength in Utilization of Fossil Energy Resources and Interfacial Phenomena. One component of the research program will be airborne toxin emission control from coal combustion, to complement an NSERC-EPCOR-AERI Industrial Research Chair in Advanced Coal Cleaning and Combustion Technology For information about our Department, please consult our web site at http://www ualberta ca/CMENG/ All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. A resume, the names of three confidential referees, and a statement of current research interests and plans for future research should be sent to Dr J.F Forbes, Department of Chemical and Materials Engineering, University of Alberta, Edmonton, Alberta, Canada T6G 2G6 Applications are requested prior to December 15, 2002 The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons

THE UNIVERSITY OF WINDSOR invi es applications for faculty positions in the Faculty of Engineering commencing July 1, 2003 Subject to budgetary Approval. For detailed position descriptions visit our website at www uwindsor ca/facultypositions. Contact: Dr. Graham Reader, Dean, Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4, Tel 519.253 3000, Ext. 2566, Fax 519 971 3622, Email: apptseng@uwindsor.ca For information on the University of Windsor or the City of Windsor, contact Dr Janice Dialich, Director, Faculty Recruitment at 877-655-6608 (toll free) or recruit@uwindsor ca

THE UNIVERSITY OF WATERLOO — The Department of Chemical Engineering invites applications for a tenure track faculty position at the level of Assistant or Associate Professor Applications are invited from excellent Canadian or non-Canadian candidates with expertise in one of the following areas metabolic engineering, nanobiotechnology, bioreactor design and downstream bioseparations, as they relate to the principles and practices in biomanufacturing This position is for a nationally or internationally recognized professional with a significant research presence and interest in teaching Exceptional candidates will be considered for appointment as a Canada Research Chair (CRC) at the Tier II level Details about the Federal government's CRC program and selection criteria can be found at http://www.chairs gc ca

Research Chair positions come with significant discretionary funding and additional funding opportunities through the Canadian Foundation for Innovation (CFI). The Department of Chemical Engineering has 27 faculty members with one of the largest biochemical engineering research groups at a North American university The successful candidate is expected to work within this interdisciplinary group Current members have expertise in bioprocess engineering, fermentation engineering, cell culture, tissue engineering, biomimetic engineering, and environmental biotechnology The department has a total annual enrolment of 500 undergraduates and 100 graduate students — it is one of the largest chemical engineering departments in North America. The University of Waterloo has over 23,000 students and is presently ranked first overall of the 62 Canadian universities The scenic campus is part of the twin-cities of Kitchener-Waterloo with a population of 275,000 located 100 km SW of Toronto The community is rated highly for its excellent living conditions. More information on the department and university is available at http://cape.uwaterloo.ca. Applications consisting of curriculum vitae, a clearly outlined research program, statement of teaching interests, names and full contact information of three referees should be sent to I. Chatzis, Chair, Department of Chemical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 The University of Waterloo encourages applications from all qualified individuals, including non-Canadians, women, members of visible minorities, native peoples, and persons with disabilities.

THE UNIVERSITY OF WATERLOO — The Department of Civil invites applications for tenure-track positions at the Assistant or Associate Professor rank The preferred candidates will have a research record in Environmental and/or Water Resources Engineering. Applicants are sought who have a research interest in the analytic, numerical or stochastic simulation of contaminant transport and fluid flow in aquatic systems. The department is also seeking an individual with a research emphasis in the area of fluvial hydraulics or environmental river mechanics and who has a strong background in laboratory and/or fieldwork or in river modeling. Applicants should have a PhD in Civil Engineering or a closely related field and eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable. The successful applicants are expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering including mathematics These appointments are subject to the availability of funds All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and Fax number of at least three references Mail to Professor J.F. Sykes, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1 Applications will be considered at any time until the positions are filled.

THE UNIVERSITY OF WATERLOO — The Department of Civil Engineering invites applications for a tenure-track position at the Assistant or Associate Professor rank Candidates should have a research record in solid mechanics and structural engineering and a strong background in one or more of the following areas applied mathematics, structural mechanics, mechanics of materials and computational methods. Applicants should have a PhD in Civil Engineering or a closely related field and eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable. The successful applicant is expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering including mathematics courses at all levels. The appointment will be available to begin in January 2003 or earlier. This appointment is subject to the availability of funds. All qualified candidates are encouraged to apply; however Canadian Citizens and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities Interested candidate are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and fax number of at least three references Mail to Professor J.F. Sykes, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1 Applications will be considered at any time until the position is filled

THE UNIVERSITY OF WATERLOO — Due to a major collaborative initiative involving the University of Waterloo, the government of the Province of Ontario and high technology industry, the Department of Electrical and Computer Engineering is inviting applications for a substantial number of probationary (tenure-track) positions at the Assistant/Associate Professor level. Research and teaching expertise and leadership is sought in all areas of Electrical and Computer Engineering — digital systems (including hardware/software codesign, formal verification, enabling technologies for e-commerce), software engineering (including software architecture/design, testing and maintenance, performance and networked/distributed computing), communications and communication networks, control and systems engineering, energy systems (power), microwave, photonics and RF technology areas, circuit, VLSI and communication electronics disciplines (including integrated circuit design, digital imaging, materials and device areas). Applicants should have earned a doctoral degree in the Electrical/Computer/Software Engineering, Computer Science or a closely related discipline. All applicants must have a strong commitment to research and teaching Eligibility for registration as a Professional Engineer is desirable Successful applicants will have access to outstanding teaching and research environments that have been developed and enhanced by a synergetic faculty. New faculty members are encouraged and helped in developing their individual programs and adding to the future direction of the department. The department offers two highly

Anatomist

Creating the future of health.

UNIVERSITY OF CALGARY

The **Department of Cell Biology & Anatomy** invites applications for a full-time faculty position and coordinator of anatomy teaching. This position offers a superb opportunity to advance an independent research program within a faculty of medicine that has outstanding facilities and a record of success in multidisciplinary health research, and innovation in education – visit our Web site: http://www.med.ucalgary.ca/

Duties include the development of an independent and externally funded research program, the organization of anatomy teaching across the medical curriculum within a multidisciplinary teaching environment, as well as directing the body bequeathal program.

Qualifications include a PhD and/or MD, and a graduate degree in broad areas that may include anatomy, organismal biology, or biological anthropology. The applicants should have experience teaching medical students and evidence of innovation in course organization and development, as well as a proven record of excellence in research and grant support. We welcome applications for all levels of appointment.

Please submit a curriculum vitae, a statement of research interests and career goals, and the names of three referees, by **October 31, 2002** to: **Dr. John Reynolds**, Head, Department of Cell Biology & Anatomy, University of Calgary, 3330 Hospital Drive N.W., Calgary, Alberta, Canada T2N 4N1

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca

McGill

Faculty Position in Political Theory

The Department of Political Science invites applications for a tenure-track position in the field of political theory. Applicants must be able effectively to teach a range of courses at the undergraduate and graduate levels. The applicant's record of performance must also provide evidence of outstanding research potential. Preference shall be given to individuals who have completed the PhD.

Applications should include a curriculum vitae, university transcripts, three letters of reference, and a sample of written work. The file must also include materials pertinent to the teaching skills of the applicant.

The appointment is expected to be at the level of Assistant Professor and to begin August 1, 2003. Review of applications will begin on October 22, 2002 and will continue until the position is filled. For more information about the Department and University, visit our web site at www.arts.mcgill.ca/programs/polisci

Please forward application letter and supporting materials to:

Professor Christopher Manfredi
Chair
Department of Political Science
McGill University
855 Sherbrooke Street West
Montreal, Quebec, Canada H3A 2T7

McGill University is committed to equity in employment. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The language of instruction at McGill is English but a working knowledge of French is an asset.

www.mcgill.ca

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YOU NEED TO CONTACT
Natalie Savard QUICK!

Tel: 613-820-2270
Fax: 613-820-7244
Email: savard@caut.ca

respected co-op undergraduate programs in Electrical Engineering and Computer Engineering which attract the top students in Canada. The department has launched a new Software Engineering degree program in conjunction with the Computer Science Department in the Fall 2001. The department has two strong graduate programs at the Master's (MASc) and doctoral (PhD) levels which attract equally outstanding graduate students both in Canada and abroad. The department currently has 250 full-time graduate students that are supervised by 52 full-time faculty members. The department has developed excellent teaching and research laboratories in all the key areas of Electrical and Computer Engineering. Laboratories exist and will be expanding in Microelectronics Fabrication, Wireless Communication (Centre for Wireless Communication), Software Reliability (Bell Canada Software Reliability Laboratory), Software Engineering, RF Technology, Speech, VLSI, Control and Power. These laboratories and research programs have been created with government and industry funding such as the Natural Sciences and Engineering Research Council of Canada, Communications and Information Technology of Ontario, Material and Manufacturing of Ontario, national research centres such as Micronet and the Canadian Institute for Telecommunications Research, Consortium for Software Engineering Research, Bell Canada (Software Reliability), and Ericsson Canada (Centre for Wireless Communication). The department has recently established two strategic new research initiatives. The first initiative is in partnership with Nortel Networks Inc. and the Computer Science Department. This led to the establishment of the Nortel Network's Institute for Advanced Information Technology. The second research collaboration is with Bell Canada Emergis and the University of Toronto. This led to the creation the Bell University Laboratories. These initiatives will provide excellent research opportunities for existing and new faculty members in many of the fast developing areas of Information Technology. These initiatives are fostering innovative interdisciplinary and multidisciplinary research between university and industry researchers. The University of Waterloo is located in an attractive two-university town of Waterloo, Ontario (population ~90,000, 100 km west of Toronto). Waterloo is at the apex of the technology triangle of Canada, a high-technology area in south-western Ontario. Interested candidates should send resumes to: Professor Daniel Miller, Co-ordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1 Canada. More information can be obtained at (http://www.ece.uwaterloo.ca) or by sending email to Professor Daniel Miller (miller@engmail.uwaterloo.ca). All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. This appointment is subject to availability of funds.

THE UNIVERSITY OF WATERLOO — The Department of Mechanical Engineering invites applications for a tenure track position in the area of Solid Mechanics at the Assistant or Associate Professor rank. Duties will include teaching of undergraduate and graduate courses in a Co-operative Education Program, supervising graduate students, and undertaking an active research program. Experience in analytical, numerical, and experimental fatigue analysis is required. The successful applicant will have access to outstanding numerical and experimental facilities, and will join an internationally recognized research group. In the area of fatigue analysis, strength in undergraduate design project supervision and in the teaching of mechanical design would be an asset. Applicants must hold a PhD in Mechanical Engineering and have relevant experience, potential or proven ability for excellence in teaching, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses in Mechanical Engineering. It is anticipated that the appointment will begin in January of 2003 or as soon as possible thereafter. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and peoples with disabilities. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Appointments are subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — The Department of Mechanical Engineering invites applications for a tenure track position in the area of thermo-fluids aspects of fire modeling at the Assistant or Associate Professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. This exciting opportunity is associated with a $5.6M grant from the Canada Foundation for Innovation. Ontario Innovation Trust and private sources in support of infrastructure for a new Live Fire Research Facility. It consists of a large burn room complete with wind generation capability, an ISO 9705 Single Room Fire Test and a large scale oxygen depletion calorimeter area, and several smaller scale fire test systems. This world-class facility is designed to accommodate fire modelling and experimental research into fire dynamics and fire behaviour at all scales. Experience in fire science and engineering with demonstrated ability to develop a strong interdisciplinary research program and supervise graduate students in topics related to the modelling of fire behaviour, fire dynamics, and fire safety engineering and design is required. Experience in areas such as fire investigation, forensic engineering, or fire protection would be an asset. Applicants must hold a PhD in Mechanical Engineering or a field closely related to fire science and have relevant experience, potential or proven ability for excellence in teaching, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses in Mechanical Engineering. It is anticipated that the appointment will begin in January of 2003 or as soon as possible thereafter. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and peoples with disabilities. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Appointments are subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — The Department of Mechanical Engineering invites applications for a tenure track position in the area of Advanced Materials and Manufacturing at the Assistant or Associate Professor rank. Duties will include teaching of undergraduate and graduate courses in a Co-operative Education Program, supervising graduate students, and undertaking an active research program. Applicants must hold a PhD in Mechanical Engineering and have relevant experience, potential or proven ability for excellence in teaching, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses in Mechanical Engineering. It is anticipated that the appointment will begin in January of 2003 or as soon as possible thereafter. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and peoples with disabilities. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Appointments are subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — The Department of Mechanical Engineering invites applications for a tenure track position in the area of Software Engineering. Computer Science or Computer Engineering, and must be willing to seek Ontario registration as a Professional Engineer. The candidate must also demonstrate an aptitude for outstanding teaching in software engineering or related area. Industrial experience is desirable. This position is immediately available. Applications will be considered until the position is filled. Software Engineering is a new and distinctive professional, undergraduate program in Canada, jointly established by the Departments of Computer Science and Electrical and Computer Engineering. Our undergraduate programs attract some of the best students in the country. Excellent offices, laboratories, and computing facilities, and attentive support staff provide for a productive work environment. The successful applicant will be expected to support the new software engineering program. Primary duties include teaching, academic advising, managing labs and study spaces, and helping to promote the program. There will be some administrative responsibilities. Scholarly activities, such as professional development and/or participation in research, are also expected. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women and members of visible minorities, native peoples, and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, statement of career objectives, and the names and e-mail addresses of three references. Supporting letters should indicate the applicant's range of teaching interests, expertise and experience. Please direct applications to: Dr. Joanne Atlee, Director of Software Engineering, University of Waterloo, Waterloo, Ontario Canada N2L 3G1 (se-director@uwaterloo.ca). Candidates should ask those named as references to direct supporting letters to the same address. This appointment is subject to the availability of funds.

ENGLISH

McMASTER UNIVERSITY — The Department of English invites applications for a tenure-track appointment at the rank of Assistant Professor in the area of Eighteenth-Century British Literature. Secondary expertise in the area of British Romantic Literature would be an asset. The successful candidate will have a PhD and demonstrated excellence in teaching and research. Duties will include teaching and supervision in undergraduate and graduate English programs; which include recently introduced courses in cultural studies. In addition, the successful candidate will be expected to develop, either at the outset or within a few years, the role of editor for the journal Eighteenth-Century Fiction, which is housed at McMaster. In an exceptional case, appointment at the rank of associate professor may be considered. The current minimum salary for an Assistant Professor is $45,456. The starting date for the appointment is July 1, 2003. Applications, including curriculum vitae, transcripts, a writing sample (25 pages maximum), and letters from three academic referees should be addressed to: Donald C. Goellnicht, Chair, Department of English, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4L9. The due date for applications is November 15, 2002. For further information on the Department of English, see www.humanities.mcmaster.ca/~engl/engl.htm. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

THE UNIVERSITY OF OTTAWA — The Department of English announces the opening of a full-time, tenure-track position in Renaissance Literature, with concentration in the period 1560–1640, at the Assistant Professor level, starting July 1st 2003. Qualifications will include a completed PhD and demonstrated strength in teaching and publication. Salary is commensurate with qualifications and experience, and in accordance with the University's Collective Agreement. Equity is a University policy. The University strongly encourages applications from women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae, transcripts, a writing sample, and have three letters of reference forwarded before December 6th 2002 to David Rampton, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5.

THE UNIVERSITY OF WESTERN ONTARIO — The Department of English, The University of Western Ontario (http://www.uwo.ca/english/), invites applications for a probationary (tenure-track) position in Theory at the rank of Assistant Professor, to begin 1 July 2003. The successful candidate will be based in the Department of English but must be qualified to undertake graduate teaching and supervisory responsibilities in The Centre for the Study of Theory and Criticism (http://www.uwo.ca/theory). We are interested in candidates with a wide-ranging knowledge of theoretical approaches and their historical antecedents, including cultural history and theory, or a theoretically and culturally inflected history of thought. Expertise in other areas of English literature would be an asset. The completed PhD, or equivalent, and experience and promise in teaching and research are minimum qualifications; published work is advantageous. Position is subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. Send letter of application with curriculum vitae and copies of transcripts, a writing sample, and three letters of reference to: Dr. J. Douglas Kneale, Professor and Chair, Department of English, The University of Western Ontario, London, Ontario, Canada N6A 3K7. Applications must be received by 1 November 2002.

THE UNIVERSITY OF WESTERN ONTARIO — The Department of English, The University of Western Ontario (http://www.uwo.ca/english/), invites applications for two probationary (tenure-track) positions at the rank of Assistant Professor, to begin 1 July 2003, in the fields of (1) Middle English and (2) Renaissance non-dramatic literature. For both positions, we are interested in candidates with breadth in the history of ideas and cultural history and theory. The completed PhD, or equivalent, and experience and promise in teaching and research are minimum qualifications; published work is advantageous. Positions are subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. Send letter of application with curriculum vitae and copies of transcripts, a writing sample, and three letters of reference to: Dr. J. Douglas Kneale, Professor and Chair, Department of English, The University of Western Ontario, London, Ontario, Canada N6A 3K7. Applications must be received by 1 November 2002.

THE UNIVERSITY OF OTTAWA — The Department of English announces the opening of a full-time, tenure-track position in American Literature at the Assistant Professor level, starting July 1st 2003. Qualifications will include a completed PhD and demonstrated strength in teaching and publication. Salary is commensurate with qualifications and experience, and in accordance with the University's Collective Agreement. Equity is a University policy. The University strongly encourages applications from women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae, transcripts, a writing sample, and have three letters of reference forwarded before December 6th 2002 to: Dr. David Rampton, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5.

THE UNIVERSITY OF OTTAWA — The Department of English announces the opening of a full-time, tenure-track position in Canadian Literature at the Assistant Professor level, starting July 1st 2003. Qualifications will include a completed PhD and demonstrated strength in teaching and publication. Salary is commensurate with qualifications and experience, and in accordance with the University's Collective Agreement. Equity is a University policy. The University strongly encourages applications from women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae, transcripts, a writing sample, and have three letters of reference forwarded before December 6th 2002 to: Dr. David Rampton, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5.

McGILL UNIVERSITY — The Department of English invites applications for a tenure-track position at the rank of Assistant or Associate Professor to begin on September 1, 2003, in the area of 19th-Century Literature, with a focus on the Novel. PhD is required. Some teaching experience and a knowledge of French are assets. Evidence of scholarly promise is a major consideration. Candidates should be prepared to offer a variety of undergraduate courses and upper year seminars. The teaching load is 12 credits per academic year. Information about the Department's programs and courses may be found on our website: http://www.arts.mcgill.ca/programs/english/english.html. Complete applications including a curriculum vitae, three letters of recommendation, and a brief writing sample should arrive no later than November 15th. Applicants who wish to receive an acknowledgement should include a stamped, self-addressed postcard. In accordance with Canadian and Quebec immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. McGill University is committed to equity in employment. Please address applications to: Professor Dorothy Bray, Acting Chair, Department of English, McGill University, 853 Sherbrooke St. W., Montreal, Quebec, Canada H3A 2T6.

McGILL UNIVERSITY — The Department of English invites applications for a tenure-track position at the rank of Assistant or Associate Professor to begin on September 1, 2003, in the area of American Literature, with a focus especially on the second half of the twentieth century. PhD is required. Some teaching experience and a knowledge of French are assets. Evidence of scholarly promise is a major consideration. Candidates should be prepared to offer a variety of undergraduate courses and upper year seminars. The teaching load is 12 credits per academic year. Information about the Department's programs and courses may be found on our website: http://www.arts.mcgill.ca/programs/english/english.html. Complete applications including a curriculum vitae, three letters of recommendation, and a brief writing sample should arrive no later than November 15th. Applicants who wish to receive an acknowledgement should include a stamped, self-addressed postcard. In accordance with Canadian and Quebec immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. McGill University is committed to equity in employment. Please address applications to: Professor Dorothy Bray, Acting Chair, Department of English, McGill University, 853 Sherbrooke St. W., Montreal, Quebec, Canada H3A 2T6.

McGILL UNIVERSITY — The Department of English invites applications for two tenure-track positions at the rank of Assistant Professor to begin on September 1, 2003, in the area of Cultural Studies and Cultural Theory, with a concentration in film/cinema studies, for a department with strengths in media studies (see website below for more details on curriculum). Solid theoretical grounding required. PhD is required. Candidate must be able to teach both film and core cultural studies courses. Some teaching experience and a knowledge of French are assets. Evidence of scholarly promise is a major consideration. Candidates should be prepared to offer a variety of undergraduate courses and upper year seminars. The teaching load is 12 credits per academic year. Information about the Department's programs and courses may be found on our website http://www.arts.mcgill.ca/programs/english/english.html. Complete applications including a curriculum vitae, three letters of recommendation, and a brief writing sample should arrive no later than November 15th. Applicants who wish to receive an acknowledgement should include a stamped, self-addressed postcard. In accordance with Canadian and Quebec immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. McGill University is committed to equity in employment. Please address applications to: Professor Dorothy Bray, Acting Chair, Department of English, McGill University, 853 Sherbrooke St. W., Montreal, Quebec, Canada H3A 2T6.

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McGILL UNIVERSITY — The Department of English invites applications for a tenure-track position at the rank of Assistant Professor to begin on September 1, 2003, in the area of Canadian Literature, with a focus on the second half of the twentieth century. PhD is required. Some teaching experience and a knowledge of French are assets. Evidence of scholarly promise is a major consideration. Candidates should be prepared to offer a variety of undergraduate courses and upper year seminars. The teaching load is 12 credits per academic year. Information about the Department's programs and courses may be found on our website: http://www.arts.mcgill.ca/programs/english/english.html. Complete applications including a curriculum vitae, three letters of recommendation, and a brief writing sample should arrive no later than November 15th. Applicants who wish to receive an acknowledgement should include a stamped, self-addressed postcard. In accordance with Canadian and Quebec immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. McGill University is committed to equity in employment. Please address applications to: Professor Dorothy Bray, Acting Chair, Department of English, McGill University, 853 Sherbrooke St. W., Montreal, Quebec, Canada H3A 2T6.

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YORK UNIVERSITY — Applications are invited for the Ave Bennett Historica Chair in Canadian Literature in the Department of English, Faculty of Arts at York University. The Chair is of open rank but is specifically designed for a rising scholar of considerable promise who is ready to assume a position of leadership in studies of Canadian literature and culture. This position will commence July 1, 2003. All positions at York University are subject to budgetary approval. The ideal candidate will have particular expertise in contemporary anglophone Canadian literature in more than one of the canonical genres, and general familiarity with the history of Canadian literature, with at least some capacity to engage with francophone Canadian texts. That candidate will have five or more years of university teaching experience and will have published extensively and influentially. The ideal candidate will also have an established capacity to contribute to discussions of Canadian literature outside the confines of the university. It is expected that the successful candidate will contribute immediately both to undergraduate and graduate teaching in her/his areas of expertise. Salary will depend on qualifications and experience. A letter of application, curriculum vitae, three confidential letters of recommendation and a sample of the applicant's written work (no longer than 25pp.) should reach the Chair by 15 October 2002. Professor Kim Ian Michasiw, Chair, Department of English 2088 Stong, Faculty of Arts, York University, Toronto, Ontario M3J 1P3, Canada, (email: michasiw@yorku.ca, phone 416 736-5166, fax: 416 736-5412. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of English in the Faculty of Arts welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acad-jobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of English invites applications for a tenure-track Assistant Professor in Canadian Literature. Applicants must have a PhD, publications and strong evidence of active research, and some experience teaching at the post-secondary level. The department welcomes applications from excellent candidates in all areas of Canadian Literature and, given the profile and historic importance of this field at UBC, we are seeking an outstanding scholar who will take us in new directions though innovative research and teaching and who will help shape the future of the discipline. This position is subject to funding, and salary will be commensurate with qualifications and experience. Applicants should submit a letter of application with their current CV, including email address, telephone numbers, real-time microprocessor systems, signal processing devices, industrial automatics, state-of-the-art analog and digital audio, AD/DA converters and more. Strong capacity to work as a Windows software engineer in C/C++. Experience with Windows, OS-X and Lynux. Focus in real-time and professional audio applications.

McGill

Research Associate at CIRMMT

A research position at CIRMMT, the **Centre for Interdisciplinary Research in Music Media and Technology**, is available for a suitable candidate to conduct research and development work related to digital signal processing for real-time communication of high-resolution multisensory content using broadband networks. This 3-year project is funded by Valorisation-Recherche Québec.

CIRMMT is a multi-university and interdisciplinary research and development centre with strong international contacts and partnerships. It groups engineers, psychologists, neuroscientists, multimedia specialists, music technologists, acoustricians, musicians and sound recording specialists.

Start date: Immediately

Application Deadline: **Novermber 15, 2002**

Compensation: Competitive, dependent on experience and qualifications

Requirements: Electrical Engineer, highly experienced electronic hardware and software developer. Master's Degree (or higher) in Electrical Engineering and Electronics, specializing in the design of electronic equipment and electroacoustics.

Proven capability to design and implement hardware and firmware for embedded real-time microprocessor systems, signal processing, industrial automatics, state-of-the-art analog and digital audio, AD/DA converters and more. Strong capacity to work as a Windows software engineer in C/C++. Experience with Windows, OS-X and Lynux. Focus in real-time and professional audio applications.

The ideal candidate will have professional skills in designing, prototyping and testing of a very broad range of electronic equipment from low-frequency analog and professional audio to very-high-speed digital logic, including substantial experience with microprocessor and DSP systems, AD and DA converters, industrial buses (PCI, SCSI, USB, IEEE 1394), programmable logic, as well as analog and mixed signals.

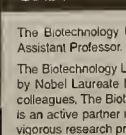
More than 10 years of experience in object-oriented design, assembly languages, autoCAD, embedded systems and device drivers, and some practical experience in audio recording are required.

Candidates should submit a curriculum vitae, two letters of reference (or contact information) to:

Professor Brian Cherney
Chair, Department of Theory
McGill University
Strathcona Music Building
555 Sherbrooke St. W.
Montreal, QC, H3A 1E3, Canada

www.mcgill.ca

McGill University is an equal-opportunity employer



ASSISTANT PROFESSOR, BIOLOGICAL ENGINEERING
BIOTECHNOLOGY LABORATORY
UNIVERSITY OF BRITISH COLUMBIA

The Biotechnology Laboratory is seeking applications for a tenure-track faculty position at the level of Assistant Professor.

The Biotechnology Laboratory is an interdepartmental research and teaching unit established 15 years ago by Nobel Laureate Michael Smith. There is a strong emphasis on interaction and collaboration between colleagues. The Biotechnology Laboratory offers an exceptional environment in state-of-the-art facilities and is an active partner in developing genome science. The position requires a candidate who can establish a vigorous research program in their field.

Candidates should hold a Ph.D. in Chemical Engineering or a related field, and have a record of demonstrated success in collaborative research between engineering and biology. Applicants from a broad range of areas will be considered, including bioprocessing, biomaterials, tissue engineering, cellular therapy, biomedical modeling, metabolic engineering, as well as the bioengineering of gene therapy, genomics and proteomics. Relevant industrial experience and eligibility for registration as a Professional Engineer are desirable. The successful candidate will participate in teaching in the Department of Chemical and Biological Engineering.

Candidates should provide a C.V., a concise statement of research interests, and copies of representative publications. In addition, three letters of recommendation should be sent to: **Dr. Philip Hieter, Director, Biotechnology Laboratory, University of British Columbia, 6174 University Blvd., Room 237, Vancouver, BC V6T 1Z3, Canada. Fax: (604) 822-2114, e-mail: biotinfo@interchange.ubc.ca.**

Screening of applicants will begin November 15, 2002, and continue until the position is filled. Expected start date is July 1, 2003. For more information, visit our website: http://www.biotech.ubc.ca

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Applicants must identify citizenship and/or immigration status on their application. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

clear indication of citizenship, and an example of their published research, and should arrange for three letters of reference to be forwarded to Dr. Gernot Wieland, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC, V6T 1Z1. Complete applications must be received by 31 October 2002. Position start date: 1 July 2003. The UBC English Department includes 54 tenure-stream faculty, plus full-time sessionals and teaching assistants. It has a large and active Graduate Program, an Honours program, a large Major Program in Literature, a Major in Language, and a First Year Program. Faculty and students are encouraged to pursue their wide disciplinary and interdisciplinary interests. Please consult the Department WEB site for details on our programs, faculty, and activities: www.english.ubc.ca. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply, however, Canadians and permanent residents of Canada will be given priority. Applications must identify citizenship and/or immigration status.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of English invites applications for a tenure-track Assistant Professor in Victorian Fiction and non-Fiction Prose. Applicants must have a PhD, publications and strong evidence of active research, and some experience teaching at the post-secondary level. Given the presence of the Colbeck Collection at UBC, a strong interdisciplinary, cross-Faculty 19th Century Studies program, and very popular courses in the area, we are especially interested in attracting outstanding candidates who will take us in new directions through innovative research and teaching and who will help shape the future of the discipline. This position is subject to funding, and salary will be commensurate with qualifications and experience. Applicants should submit a letter of application with their current CV, including email address, telephone numbers, clear indication of citizenship, and an example of their published research, and should arrange for three letters of reference to be forwarded to Dr. Gernot Wieland, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC, V6T 1Z1. Complete applications must be received by 31 October 2002. Position start date: 1 July 2003. The UBC English Department includes 54 tenure-stream faculty, plus full-time sessionals and teaching assistants. It has a large and active Graduate Program, an Honours program, a large Major Program in Literature, a Major in Language, and a First Year Program. Faculty and students are encouraged in their wide disciplinary and interdisciplinary interests. Please consult the Department WEB site for details on our programs, faculty, and activities: www.english.ubc.ca. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply, however, Canadians and permanent residents of Canada will be given priority. Applications must identify citizenship and/or immigration status.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of English invites applications for a tenure-track Assistant Professor in Restoration and 18th Century Studies. Applicants must have a PhD, publications and strong evidence of active research, and some experience teaching at the post-secondary level. The department has a thriving graduate program in the field and popular undergraduate courses, as well as cross-Faculty activities. Given the tradition of excellence in 18th Century Studies at UBC, we are seeking an outstanding candidate who will participate in these activities and advance the discipline in new directions. This position is subject to funding, and salary will be commensurate with qualifications and experience. Applicants should submit a letter of application with their current CV, including email address, telephone numbers, clear indication of citizenship, and an example of their published research, and should arrange for three letters of reference to be forwarded to Dr. Gernot Wieland, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC, V6T 1Z1. Complete applications must be received by 7 November 2002. Position start date: 1 July 2003. The UBC English Department includes 54 tenure-stream faculty, plus full-time sessionals and teaching assistants. It has a large and active Graduate Program, an Honours program, a large Major Program in Literature, a Major in Language, and a First Year Program. Faculty and students are encouraged in their wide disciplinary and interdisciplinary interests. Please consult the Department WEB site for details on our programs, faculty, and activities: www.english.ubc.ca. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applications must identify citizenship and/or immigration status.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of English invites applications for a tenure-track Assistant Professor in Early Modern (16th and 17th century) non-dramatic literature. Applicants must have a PhD, publications and strong evidence of active research, and some experience teaching at the post-secondary level. Given the reputation for excellence of the department in this area, from the early days of Roy Daniells to our current Canada Research Chair, we are seeking an outstanding person with breadth in teaching and an innovative research program. This position is subject to funding, and salary will be commensurate with qualifications and experience. Applicants should submit a letter of application with their current CV, including email address, telephone numbers, clear indication of citizenship, and an example of their published research, and should arrange for three letters of reference to be forwarded to Dr. Gernot Wieland, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC, V6T 1Z1. Complete applications must be received by 7 November 2002. Position start date: 1 July 2003. The UBC English Department includes 54 tenure-stream faculty, plus full-time sessionals and teaching assistants. It has a large and active Graduate Program, an Honours program, a large Major Program in Literature, a Major in Language, and a First Year Program. Faculty and students are encouraged in their wide disciplinary and interdisciplinary interests. Please consult the Department WEB site for details on our programs, faculty, and activities: www.english.ubc.ca. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applications must identify citizenship and/or immigration status.

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CONCORDIA UNIVERSITY — Faculty of Arts & Science, has one tenure-track position available in Canadian Literature. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm.

CONCORDIA UNIVERSITY — The Faculty of Arts & Science, has one tenure-track position available in its Liberal Arts College for a candidate specializing in Comparative or English Literature. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm.

BRANDON UNIVERSITY is a leader in providing high quality education to over 3,000 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers preprofessional and Masters programs, as well as innovative and award-winning outreach programs in a personalized learning environment. Brandon University's Department of English invites applications for a probationary (tenure-track) position, subject to budget. The preferred qualification for the position is the PhD. The successful candidate's areas of specialization will include American and/or Twentieth-Century British Literature. Expertise in one or more of the following areas is preferred: world literature, drama, or racial minority literatures. Rank and salary: Commensurate with qualifications and experience. Start date: 1 August 2003. Deadline for applications: 15 February 2003 or until the position is filled. The Faculty of Arts has established Women's Studies and Global Studies as areas of priority recruitment. Candidates whose research and/or teaching interests contribute to these areas are particularly encouraged to apply. Interested candidates should forward their vitae, transcripts, the names of three references, and supporting documentation providing evidence of teaching and research excellence to: Dr. Scott Grills grillss@brandonu.ca, Dean of Arts, 270-18th Street, Brandon, Manitoba, Canada R7A 6A9. For additional information about Brandon University please visit our web site www.brandonu.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Both women and men are encouraged to apply.

THE UNIVERSITY OF WATERLOO — Applications are invited for a tenure track position in the Department of English Language and Literature at the assistant professor level in our Rhetoric and Professional Writing Program. We are interested in candidates who can contribute to two major undergraduate and graduate areas: Digital Design (including theory, analysis, and production of multimedia texts) or Rhetoric and Composition (including genre studies, professional writing, and pedagogy). The successful candidate will be offering a wide range of teaching experiences from first through fourth year undergraduate courses to supervision of doctoral students. The department offers distinctive undergraduate and graduate programs (M.A. and PhD) in Literature, Language, Rhetoric, and Professional Writing (see uwaterloo.ca). Salary negotiable. Appointment effective 1 July 2003. Send resumes, transcripts, writing samples, and letters of reference no later than 15 November 2002 to Dr. Murray McArthur, Chair, Department of English, University of Waterloo, Waterloo, Ontario N2L 3G1. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — Applications are invited for a tenure track position in the Department of English Language and Literature at the assistant professor level. We are interested in candidates with expertise in Romanticism. The department offers distinctive undergraduate and graduate programs (M.A. and PhD) in Literature, Language, Rhetoric, and Professional Writing (see uwaterloo.ca). Salary negotiable. Appointment effective 1 July 2003. Send resumes, transcripts, writing samples, and letters of reference no later than 1 December 2002 to Dr. Murray McArthur, Chair, Department of English, University of Waterloo, Waterloo, Ontario N2L 3G1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds.

ÉTUDES ANCIENNES

L'UNIVERSITÉ D'OTTAWA — Le Département des études anciennes et de sciences des religions de l'Université d'Ottawa sollicite des candidatures pour un poste de professeur au rang d'adjoint menant à la permanence, ouvert à partir du 1er juillet 2003. Domaine de spécialisation: littérature et histoire grecques. Le candidat ou la candidate devra être titulaire d'un doctorat pertinent en études anciennes et disposer de publications à caractère universitaire (un minimum de trois) pour être reconnu apte à diriger des études supérieures à l'Université d'Ottawa. La plupart de l'enseignement au niveau du baccalauréat concernera l'histoire et la littérature grecques de l'époque classique. Mais puisque le département est en train de concentrer son programme de maîtrise sur l'antiquité tardive (200-700 apr. J.-C.), on donnera la préférence aux candidates et candidats qui feront la preuve de leur compétence dans l'étude de cette période. Il ou elle doit avoir une maîtrise suffisante des langues française et anglaise pour pouvoir enseigner et diriger des recherches en l'une et l'autre, aux premier, deuxième et troisième cycles, soit du niveau du baccalauréat au doctorat. Au niveau du baccalauréat, l'enseignement se fera principalement en langue française. Le traitement et la charge de travail seront en conformité avec la convention collective. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. Le dossier de candidature comprendra une lettre de présentation, curriculum vitae, une ou deux publications récentes et trois lettres de recommandation devra parvenir au plus tard le 1 décembre 2002 à : Monsieur Geoffrey Greatrex, directeur intérimaire, Département des études anciennes et de sciences des religions, Université d'Ottawa, 70, avenue Laurier est, Ottawa (Ontario), Canada K1N 6N5. Tél. 613-562-5714. Télécop. 613-562-5991. Courrier-el : greatrex@uottawa.ca.

ÉTUDES FRANÇAISES

L'UNIVERSITÉ CONCORDIA — La Faculte des arts et des sciences annonce la creation probable d'un poste, orienté vers la traduction-traductique. Veuillez lire l'annonce pleine page publiée dans ce numéro ou visitez notre site Web. http://artsandscience.concordia.ca/internet/jobs.cfm.

THE UNIVERSITY OF WATERLOO — Le Département d'études françaises sollicite des candidatures au rang de professeur adjoint pour deux postes en études françaises menant à la permanence. Salaire selon qualifications. La date d'entrée en fonction sera le 1er septembre 2003 pour un des postes et le 1er janvier 2004 pour l'autre. Les qualifications requises sont un doctorat en études françaises, préférablement en littérature de l'ancien régime avec compétence en deux des suivants : enseignement assisté par ordinateur et multimedia, linguistique, didactique, enseignement du français, langue seconde (FLS), études culturelles. On requière également une excellente connaissance du français, capacité de comprendre et s'exprimer convenablement en anglais et un dossier de recherche et des publications. On cherche des candidats s'intéressant à la recherche et capables d'enseigner au niveau du premier cycle ainsi qu'au niveau de la maîtrise. Prière de faire parvenir un curriculum vitae à Mme Hannah Fournier, directrice, Department of French Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada, fax (519) 725 0554, Courriel: fgm@uwaterloo.ca. Tous les candidats qualifies sont encourages a poser leur candidature; toutefois les citoyens canadiens et les immigrants reçus seront considérés en priorité. L'universitéé encourage des candidatures de toutes personnes qualifiées, y compris les femmes, les minorités visibles, les autochtones canadiens et les personnes handicapées. Poste dépendant de la disponibilité des fonds.

EXERCISE SCIENCE

CONCORDIA UNIVERSITY — The Faculty of Arts & Science, has up to two tenure-track positions available, one in Athletic Therapy and the other in Clinical Exercise Physiology. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm.

FILM STUDIES

THE UNIVERSITY OF WESTERN ONTARIO — The Department of English, The University of Western Ontario (http://www.uwo.ca/english/), invites applications for two positions in Film Studies (http://www.uwo.ca/english/film), to begin 1 July 2003. The first position is probationary (tenure-track) at the rank of Assistant Professor. The completed PhD, or equivalent, and experience and promise in teaching and research are minimum qualifications; published work is advantageous. For the second position, we are seeking to make a tenured, mid-career appointment at the level of Associate or Full Professor, although we may consider applications from outstanding candidates who are still early in their careers. For a tenured position, the completed PhD, or equivalent, and a distinguished record in teaching, research, and publications are required. The successful candidates will contribute significantly to our thriving Honors programs in Film Studies, and to the design and implementation of a planned MA program in Film Studies. Positions are subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. Send letter of application with curriculum vitae and copies of transcripts, a writing sample, and three letters of reference to Dr. J Douglas Kneale, Professor and Chair, Department of English, The University of Western Ontario, London, Ontario, Canada N6A 3K7. Applications must be received by 1 November 2002.

FINE ARTS

THE NOVA SCOTIA COLLEGE OF ART AND DESIGN invites applications for a Regular Full-Time Appointment at the rank of Lecturer or Assistant Professor of Printmaking in the Fine Arts Division. Subject to budgetary and final approval of the Board of Governors, this is a three-year appointment, renewable for continuing appointments. Appointment Date: July 1, 2003. Review of Applications will begin January 15, 2003. The College is seeking an outstanding candidate who will teach undergraduate printmaking courses, primarily intaglio and relief, at the introductory, intermediate and advanced levels. The incumbent may also teach at the graduate level. Individual teaching assignments may change over time. It is expected that the successful applicant will have solid technical knowledge and skills in a wide range of intaglio processes, including photomechanical procedures, and relief printing techniques. In addition to a working understanding of other print media and techniques, familiarity with

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THE UNIVERSITY OF BRITISH COLUMBIA

CANADA RESEARCH CHAIR
DEPARTMENT OF LANGUAGE & LITERACY EDUCATION
DEPARTMENT OF EDUCATIONAL & COUNSELING PSYCHOLOGY & SPECIAL EDUCATION

The Departments of Language and Literacy Education (LLED) and Educational and Counseling Psychology and Special Education (ECPS) invite applications for a full-time, tenure track academic appointment at the Assistant or Associate Professor Level in Second Language Learning Disabilities. The appointment will become effective July 1, 2003, and is subject to approval as a Canada Research Chair.

The Departments offer programs leading to he Ph.D, Ed.D, M.A., and M.Ed. Degrees, as well as a B.Ed. Degree with teacher certification. Programs and courses within the departments include: English/reading education, ESL, modern languages, teacher librarianship, learning disabilities, assessment, special education, educational measurement, counseling psychology and human learning.

All applicants must have earned a doctoral degree within the past ten years, show evidence of outstanding research competence, and have related teaching experience. The successful candidate will be required: to develop and teach graduate and undergraduate courses in Teaching English as a Second Language/Learning Disabilities; to supervise graduate students; to have a clear program of research; and to provide academic leadership in this area. The candidate should have a broad, interdisciplinary background in applied linguistics, ESL for school-aged learners and learning disabilities. Preference will be given to those individuals who have developed a line of research in second language learning disabilities and have a background working with school practitioners and ESL students in immigrant settings.

The successful candidate will have a choice concerning her/his departmental academic appointment (either LLED or ECPS). Canada Research Chairs are open to individuals of any nationality. The University of British Columbia is committed to employment equity. We encourage all qualified persons to apply.

The closing date is **November 30, 2002** or until filled.

Letter of application should include a C.V.: names, addresses, phone numbers and e-mail addresses of three referees; a statement of research interests; and an example of a recently published work (if available). Applications should be directed to: **Rita L. Irwin, Head, Department of Curriculum Studies, University of British Columbia, 2125 Main Mall, Vancouver, B.C. V6T 1Z4**; Telephone: (604) 822-5322; Fax: (604) 822-4714; e-mail: rita.lrwin@ubc.ca.

CHEO

University of Ottawa

The Ottawa Hospital | L'Hôpital d'Ottawa

CHAIR, DEPARTMENT OF ANESTHESIOLOGY

The Faculty of Medicine of the University of Ottawa seeks an outstanding academic and clinical leader to lead the Department of Anesthesiology. The selected individual will have a track record of academic excellence, a commitment to education and scholarship and will possess strong interpersonal and leadership skills. S/he also will be eligible for licensure in Ontario and will hold, or be eligible for, certification in Anesthesiology from the Royal College of Physicians and Surgeons of Canada. The successful candidate will be offered a full-time University appointment at the appropriate academic rank.

The Department of Anesthesiology includes over 75 full time members who contribute significantly to research and to the undergraduate and postgraduate medical education programs. The Department has particular strengths in adult, cardiac and pediatric anesthesia and is the home of the Faculty's computerized simulator.

The successful candidate will be responsible for the entire academic administration of the Department of Anesthesiology on all sites -- The Ottawa Hospital, the University of Ottawa Heart Institute and the Children's Hospital of Eastern Ontario. The successful candidate also will be appointed as Clinical Head at either The Ottawa Hospital or the Children's Hospital of Eastern Ontario with direct responsibility for clinical organization of the Department. The successful candidate will be responsible for maintaining and strengthening the educational programs at all levels and for encouraging the development of strong research activities within the Department.

The Faculty of Medicine of the University of Ottawa is a bilingual medical school and offers undergraduate medical education in English and French. Its undergraduate medical curriculum is based on a small group, problem based format that favours distributed learning supported by an innovative laptop, web based technology approach. A commitment to support bilingualism within the Faculty is essential and a working knowledge of both English and French would be an asset.

Interested candidates should forward curriculum vitae and the names of three references to:

Dr. Peter Walker
Dean, Faculty of Medicine
University of Ottawa
451 Smyth, Ottawa, Ontario, K1H 8M5

For more information on the Faculty of Medicine visit our web site at www.med.uottawa.ca. Deadline for application: **December 15, 2002.**

All qualified candidates are invited to apply; however, Canadians and permanent residents will be given priority. Equity is a University of Ottawa policy; women, aboriginal people, members of visible minorities and persons with disabilities are encouraged to apply.

CHAIRE, DÉPARTEMENT D'ANESTHÉSIOLOGIE

La Faculté de médecine de l'Université d'Ottawa est à la recherche d'un excellent chef de file dans les domaines pédagogique et clinique pouvant diriger son Département d'Anesthésiologie. Le candidat ou la candidate choisi(e) aura un dossier reflétant l'excellence dans les domaines pédagogique et clinique et un attachement à l'enseignement et aux études; il (elle) aura de bonnes aptitudes interpersonnelles et de leadership. Il ou elle sera un mesure de recevoir l'autorisation d'exercer en Ontario et détiendra ou sera admissible à obtenir un certificat en anesthésiologie du Collégeroyal des médecins et chirurgiens du Canada. On offrira au candidat ou à la candidate un poste à plein temps à l'Université dans la catégorie professorale correspondante.

Le Département d'anesthésiologie compte plus de 75 membres à temps plein qui apportent une contribution significative à la recherche et aux programmes de formation en médecine non diplômés et diplômés. Les domaines qui font la force du Oépartement sont l'anesthésie cardiaque, pédiatrique et des adultes; c'est également là que se trouve le simulateur informatisé de la Faculté.

Le candidat ou la candidate choisi(e) sera responsable de l'ensemble de l'administration scolaire du Département d'anesthésiologie sur tous ses sites, à savoir l'Hôpital d'Ottawa, l'Institut de cardiologie de l'Université d'Ottawa et l'Hôpital pour enfants de l'Est de l'Ontario. Le candidat ou la candidate choisi(e) sera également nommé(e) directeur des services cliniques de l'Hôpital d'Ottawa ou de l'Hôpital pour enfants de l'Est de l'Ontario et aura la responsabilité directe de l'organisation clinique du Département. Il ou elle sera chargée de maintenir et d'améliorer les programmes d'enseignement à tous les niveaux et d'encourager la mise en place d'activités de recherche saines au sein de Département.

La Faculté de médecine de l'Université d'Ottawa est une école de médecine bilingue offrant une formation en anglais et en français à l'intention des étudiants non diplômés. Son programme de formation de premier cycle en médecine repose sur l'apprentissage par problèmes et en petits groupes; l'étudiant passe ainsi par un apprentissage échelonné soutenu par une approche innovatrice faisant appel aux ordinateurs portatifs et à l'internet. La volonté de favoriser le bilinguisme au sein de la Faculté est un aspect essentiel, et une connaissance de travail de l'anglais et du français constitue un atout.

Les personnes intéressées doivent faire parvenir leur curriculum vitae et les noms de trois références au **Dr. Peter Walker, doyen, Faculté de médecine, Université d'Ottawa, 451 rue Smyth, Ottawa (Ontario), K1H 8M5.** On trouvera plus d'information sur la Faculté de médecine sur son site (www.med.uottawa.ca). Date limite de réception des candidatures : **15 décembre, 2002.**

En accord avec les exigences canadiennes d'immigration, cette annonce s'adresse d'abord, mais non exclusivement, aux personnes ayant la citoyenneté canadienne ou le statut de résidents permanents. L'Université d'Ottawa pratique l'équité en matière d'emploi et invite les femmes, les Autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature.

the basics of digital imaging will be an asset. As a faculty member, the successful candidate will contribute to curriculum and program development as well as participate in other activities that contribute to the academic life of the College. The successful candidate will have an appropriate graduate degree and be a practising professional artist with an established or developing exhibition record. Post-secondary teaching and/or relevant professional experience will be considered assets as will be a knowledge of historical contexts and contemporary critical perspectives related to printmaking and the visual arts. Salary paid will be dependent upon qualifications and according to the Faculty Salary Grid. The Nova Scotia College of Art and Design, founded in Halifax in 1887, is one of North America's outstanding universities for the study, practice, and teaching of art, craft and design. The programs of the College prepare students to enter professional life as artists, craftspersons, communication designers, and art educators. Currently there are over 900 students enrolled in graduate and undergraduate programs. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications should include a current curriculum vita, 20 slides of professional work and the names and addresses of three references. A statement of teaching philosophy and/or an artist statement may be included. Please direct application to: Dr. Anson Gardner Honeychurch, Office of the Vice-President (Academic), Nova Scotia College of Art and Design, 5163 Duke Street, Halifax, Nova Scotia. B3J 3J6, Fax: (902) 425-4664

FRANÇAIS

THE UNIVERSITY OF WESTERN ONTARIO — Le Département de français à la Faculté des arts, The University of Western Ontario est à la recherche d'un-e professeur-e en littérature française du XXe siècle (c'est-à-dire, la littérature produite en France), pour un poste probatoire au rang de professeur adjoint. Le-la candidat-e idéal-e aura un doctorat ou un PhD, de l'expérience dans l'enseignement et un excellent dossier de publications. Les candidat-e-s devront avoir une parfaite maîtrise du français et de l'anglais. Date d'entrée en fonctions: le 1er juillet 2003. Ce poste est sujet à approbation budgétaire. Veuillez adresser un curriculum vitae et trois lettres de recommandation envoyees directement des répondants au Dr Clive Thomson, Directeur du Département de français, The University of Western Ontario, London, Ontario N6A 3K7, avant le 15 novembre 2002 (dossiers de candidature acceptés par courrier électronique: cthomson@uwo.ca) Tous-tes les candidat-e-s qualifié-e-s sont encouragé-e-s à postuler; toutefois la priorité sera accordée aux citoyen-ne-s et aux résident-e-s permanent-e-s du Canada. The University of Western Ontario s'engage à respecter l'équité en matière d'emploi. Pour promouvoir la diversité dans le lieu de travail, elle encourage toute candidature provenant de femmes et hommes qualifiés, y compris les membres de minorités visibles, les autochtones et les personnes handicapées.

FRENCH STUDIES

THE UNIVERSITY OF WATERLOO — The Department of French Studies invites applications for two tenure-track positions at the rank of Assistant Professor commencing respectively September 1, 2003 and January 1, 2004. Salary commensurate with qualifications. The successful candidates will have a doctorate in French Studies, with specialisation in at least two of the following: early modern literature, computer assisted language learning (CALL), multimedia mediated learning, linguistics, didactics or French as a second language teaching (FLS), French cultural studies. Candidates should also have an excellent knowledge of French and a very good knowledge of English, and an actively developing research program. Duties include research, the teaching of undergraduate and graduate courses. The closing date for applications is December 31, 2002. Please send a curriculum vitae and the names and addresses of three referees to Dr. Hannah Fournier, Chair, French Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada, Fax (519) 725-0554, E-mail: fgns@uwaterloo.ca. All qualified persons are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

GEOGRAPHY

SIMON FRASER UNIVERSITY — The Department of Geography has a tenure track position available in Urban Geography, at the Assistant Professor level commencing on September 1, 2003. Applicants must have a PhD in hand or near completion by time of appointment and demonstrate clear promise of excellence in research as well as effectiveness in teaching Urban Geography at the undergraduate and graduate levels. Applicants should have research interests in one or more of: comparative urbanization, global cities, urban social equity and governance. An application, including statement of interest, curriculum vitae, and the names of three referees, should be sent to the address below. Please arrange for the three reference letters to be sent under separate cover. All materials should be sent to Dr. R.A. Clapp, Chair, Department of Geography, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia, Canada V5A 1S6 by December 2, 2002. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified applicants. The position is subject to budgetary approval.
THE UNIVERSITY OF WATERLOO — The Department of Geography invites applications for a tenure-track position in Geography at the Assistant Professor level specializing in Resource and Environmental Management. Preference will be given to applicants with interests in policy aspects of resource and environmental management and who have an ability to conduct research and teaching in one or more of the following: water resources; global and/or local environmental change; parks and protected areas, land-use analysis and planning; environmental decision-making. The ability to contribute to a second area of specialty in our Geography program would be an asset. The successful candidate is expected to be a strong contributor to research and teaching at both the graduate and undergraduate levels. The Department of Geography is part of the Faculty of Environmental Studies, which consists of the School of Architecture, the Department of Environment and Resource Studies, the Department of Geography, and the School of Planning. There are additional graduate programs in Local Economic Development and in Tourism, and an undergraduate program in Environment and Business. For additional information about the Department see: http://www.fes.uwaterloo.ca/geography/. Applicants must have a PhD. In addition, practical experience in government, NGOs or the private sector would be an asset. The appointment will be effective 1 September 2003. Applications must include a statement of career objectives and research goals, a personal assessment of experience and achievements, and an indication of the applicant's approach to teaching and learning. Applicants must include with the letter of application a curriculum vitae and the names (with contact information) of four possible referees. The first stage in the review of applicants will be based on the letter of application and the C.V. Referees will be contacted for those being considered in the second stage of the review. Complete applications are due by 31 October, 2002. Applications should be sent to: Chair, Faculty Search Committee, Department of Geography, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and individuals with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds.

HISPANIC STUDIES

McGILL UNIVERSITY — The Department of Hispanic Studies invites applications for a tenure-track position of Assistant Professor in Spanish-American Literature, commencing August 1, 2003. PhD in hand, demonstrable commitment to both teaching and scholarship, native or near-native fluency in Spanish and English; French is an asset. Expertise in 18th and 19th centuries preferred, poetics and Portuguese desirable. The appointee will teach some combination of Hispanic literature, culture, and language(s) and be able to contribute to the interdisciplinary program in Latin American and Caribbean Studies. Send letter of application, c.v., writing samples or publications, and ask three referees to write directly to Professor Jesús Pérez-Magallón, Chair, Department of Hispanic Studies, McGill University, 688 Sherbrooke Street West, Suite 0425, Montréal, Québec, Canada, H3A 3R1. Completed applications must be post-marked no later than November 15, 2002. In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents, however candidates of all nationalities are encouraged to apply.
McGILL UNIVERSITY — The Department of Hispanic Studies invites applications for a tenure-track position of Assistant/Associate Professor in Memory Studies (narrative strategies of memory representation, historiographical discourse, ideological articulation of collective identities), with a demonstrated ability to teach Latin American or Peninsular literature and culture. Emphasis on Transatlantic Studies an asset. Commencing August 1, 2003. PhD in hand, demonstrable commitment to both teaching and scholarship, native or near-native fluency in Spanish and English; French is an asset. The appointee must have intellectual breadth and flexibility, be willing to foster interdisciplinary cooperation, and assume intellectual leadership within the faculty. Send letter of application, c.v., writing samples or publications, and ask three referees to write directly to Professor Jesús Pérez-Magallón, Chair, Department of Hispanic Studies, McGill University, 688 Sherbrooke Street West, Suite 0425, Montréal, Québec, Canada, H3A 3R1. Completed applications must be post-marked no later than November 15, 2002. In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents, however candidates of all nationalities are encouraged to apply.

HISTOIRE

L'UNIVERSITÉ D'OTTAWA — Le département d'histoire annonce l'ouverture d'un poste menant à la permanence en histoire du Moyen-Orient et de l'Afrique du Nord. Entrée en fonction: le 1er juillet 2003. Exigences: Doctorat. La préférence sera accordée aux candidats qui possèdent des publications et de l'expérience dans l'enseignement. Dès son embauche, le candidat devra enseigner en français et en anglais. L'aptitude à enseigner en anglais et en français est une condition exigée pour obtenir la permanence. Rang: Professeur adjoint. Salaire: Selon la convention collective. Prière de faire parvenir son curriculum vitae et trois lettres de recommandations au Secrétaire du Comité de sélection, Département d'histoire, Université d'Ottawa, Ottawa, Ontario, K1N 6N5. Date limite pour soumettre sa candidature, le 6 décembre 2002. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, la priorité sera donnée aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa a une politique d'équité en matière d'emploi.
L'UNIVERSITÉ D'OTTAWA — Le département d'histoire annonce l'ouverture d'un poste menant à la permanence en histoire du Canada contemporain. Entrée en fonction: le 1er juillet 2003. Exigences: Doctorat. La préférence sera accordée aux candidats qui possèdent des publications et de l'expérience dans l'enseignement. Dès son embauche, le candidat devra enseigner en français. L'aptitude à enseigner en anglais et en français est une condition exigée pour obtenir la permanence. Rang: Professeur adjoint. Salaire: Selon la convention collective. Prière de faire parvenir son curriculum vitae et trois lettres de recommandation au Secrétaire du Comité de sélection, Département d'histoire, Université d'Ottawa, Ottawa, Ontario, K1N 6N5. Date limite pour soumettre sa candidature, le 6 décembre 2002. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, la priorité sera donnée aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa a une politique d'équité en matière d'emploi.
L'UNIVERSITÉ YORK (Collège Universitaire Glendon) — Le département d'histoire du Collège universitaire Glendon, faculté bilingue d'arts libéraux de l'Université York, sollicite des candidatures pour un poste au rang de professeur(e) adjoint(e) conduisant à la permanence dans le domaine des relations internationales aux 19e-20e siècles. La création de ce poste est liée à l'autorisation budgétaire de l'Université. Les candidat(es) doivent être bilingues, français-anglais, démontrer un engagement manifeste envers l'enseignement et la recherche, être titulaires d'un doctorat en histoire et avoir des publications et des projets de recherche en cours dans le domaine des relations internationales. Les candidat(es) doivent pouvoir enseigner et faire de la recherche en français et en anglais. Les fonctions comprennent l'enseignement au niveau du 1er cycle, et éventuellement au niveau des 2e et 3e cycles, ainsi que la recherche et les tâches administratives. En plus de l'enseignement de l'histoire du 20e siècle dans une perspective mondiale, ainsi que l'histoire des relations internationales, le candidat doit être en mesure d'enseigner dans une des domaines suivants: histoire contemporaine de l'Afrique, de l'Asie, de l'Europe ou de l'Amérique Latine. Le salaire offert sera fixé en fonction de la convention collective et de l'expérience. Prière de faire parvenir au plus tard le 6 janvier 2003, une lettre de candidature et un curriculum vitæ à Monsieur Yves Frenette, directeur, Département d'histoire, Collège universitaire Glendon, 2275 Bayview Avenue, Toronto (Ontario) M4N 3M6 (frenette@glendon.yorku.ca). Date d'entrée en fonction : le 1er juillet 2003. Les candidat(es) doivent aussi prendre des dispositions pour faire envoyer directement trois lettres de recommandation au directeur de département. L'une de ces recommandations au moins doit porter sur l'enseignement. L'Université York a adopté un programme d'action positive pour l'embauche des professeurs/professeures et des bibliothécaires. Ce programme s'applique aux femmes, aux minorités raciales et visibles, aux personnes ayant un handicap et aux autochtones. Les personnes appartenant à l'un de ces groupes doivent en faire état pour bénéficier du programme d'action positive. Le département d'histoire encourage les demandes d'emploi des personnes appartenant à ces groupes. Pour plus de renseignements sur le programme d'action positive, veuillez consulter le site WEB de l'Université York à l'adresse www.yorku.ca/acadjobs/ ou demander un exemplaire du programme auprès du bureau du programme d'Action positive au numéro (416) 736-5713. On examinera en priorité la candidature des personnes de nationalité canadienne ou détenant le statut de résident permanent.

HISTOIRE DE L'ART

L'UNIVERSITÉ CONCORDIA — Le Département d'histoire de l'art offre un poste conduisant à la permanente de professeur adjoint, spécialisé en métiers et arts décoratifs; ce poste prendra effet le 1er juin 2003. Les candidates ou candidats doivent être titulaires d'un doctorat, avoir enseigné au niveau post-secondaire et faire la preuve de leur capacité à mener des recherches novatrices et à en diffuser les résultats. Ils seront appelés à enseigner au 1er, 2e et 3e cycles et, dès leur entrée en fonction, à contribuer à la direction de mémoires de maîtrise sur l'art et l'architecture en Amérique du Nord. Ils doivent être en mesure d'évoluer dans un environnement bilingue — c.-à-d. lire des documents et communiquer en anglais et en français — dans le cadre du nouveau programme de doctorat offert en collaboration avec trois autres universités du Québec. Ayant conçu un programme de cours axé sur la diversité des méthodes en histoire et en théorie de l'art, nous souhaitons nous adjoindre des historiens de l'art qui partagent cette orientation, sont conscients des possibilités liées à l'appartenance du Département à la plus grande faculté des beaux-arts du Canada et s'intéressent à une grande variété de domaines et d'approches en histoire de l'art. Nous examinerons attentivement les candidatures qui témoignent d'une attention envers diverses formes de production passées à même le large éventail des formes traditionnelles et «nouvelles» des métiers d'art et des arts décoratifs. Veuillez faire parvenir une offre de services, un curriculum vitae, votre dossier d'enseignement et au moins trois lettres de recommandation à Madame Loren Lerner, PhD, Directrice du Département d'histoire de l'art, Université Concordia, 1455, boul. de Maisonneuve O., Montréal (Québec) H3G 1M8, au plus tard le 30 janvier 2003. Nous communiquerons avec les personnes à qui nous aurions éventuellement des précisions à demander ou que nous souhaiterons recevoir en entrevue à Montréal : celles-ci seront appelées à faire une conférence publique au Département. Nous encourageons la candidature de toutes les personnes qualifiées. La priorité sera toutefois accordée aux citoyens canadiens et aux résidents permanents. L'Université Concordia souscrit au principe de l'équité en matière d'emploi et encourage les candidatures provenant des femmes, des autochtones, des minorités visibles et des personnes handicapées.

HISTORY

YORK UNIVERSITY — The Department of History (Faculty of Arts) invites applications for a tenure-track position at the rank of Assistant Professor in Canadian History. Field of specialization is open but the successful candidate will demonstrate an ability to teach a wide range of courses in Canadian history at all levels. The appointment will commence 1 July 2003, subject to budgetary approval. Required qualifications include a completed PhD in History, or equivalent, and an ongoing program of research in the area of specialization. Candidates should show promise of excellence in teaching and in scholarly research and publication and be suitable for prompt appointment to the Graduate Program in History. Salary is dependent on qualifications and experience. Candidates should submit a letter of application, including a curriculum vitae and teaching dossier, and arrange for three confidential letters of recommendation to be sent no later than 15 November 2002 to: Professor Marlene Shore, Chair, Department of History, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3 Canada (fax 416-736-5836) York University has an Affirmative Action Programme with respect to its faculty and librarian appointments. The designated groups are: women, racially visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of History welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at: http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the Affirmative Action Office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position.

University of Alberta
Edmonton

The Department of Secondary Education at the University of Alberta has an established reputation for excellence in teacher education and curriculum studies. Undergraduate programs are offered in a full range of secondary school teaching subject area concentrations. Graduate programs either centre on school subject area studies in curriculum and teaching, or focus on broader questions of curriculum and pedagogy (e.g. curriculum theory, pedagogical inquiry, curriculum and pedagogical implications of gender, culture, globalization, etc.). The Department is seeking applications for the following positions:

Drama Education

Applications are invited for a tenure-track position in drama education at the Assistant or Associate Professor level. The successful candidate will be responsible for leadership in teacher education and curriculum studies in drama education at the undergraduate and graduate level, and provide graduate student supervision at the Master's and doctoral level. Candidates are expected to have an active program of research.

Applicants for this position should have a doctorate in drama education or be near completion. They should provide evidence of successful teaching at the secondary and post-secondary level and demonstrate a developing program of research. Strong backgrounds in theatre and in drama education are requirements for this position. Complementary research in any of the following areas would be valuable assets: popular theatre, action research, arts based research, curriculum theory, cultural studies, as well as having experience in building university-community research links.

Science Education

Applications are invited for a tenure-track position in science education at the Assistant or Associate Professor level. The successful candidate will be responsible for leadership in teacher education and curriculum studies in science education at the undergraduate level as well the supervision of Master's and doctoral students. The candidate will be expected to maintain an active program of research. It is anticipated that she/he will be associated with a national centre for mathematics, science and technology education located in the Faculty of Education at the University of Alberta.

Applicants for this position should have a doctorate in science education or be near completion. They should provide evidence of successful teaching at the secondary and post-secondary level and evidence of a developing program of research. A strong background in science, science education and computer enhanced instruction are requirements for this position. Complementary research in any of the following areas: participatory research approaches, curriculum theory, science, culture and society would be valuable, as would experience in building research links between the community and the university.

Second Language Education

Applications are invited for a tenure-track position in second language education. The successful candidate will be responsible for leadership in teacher education and curriculum studies in second languages education at the undergraduate level as well as the supervision of Master's and doctoral students. The candidate will be expected to maintain an active program of research. It is anticipated that she/he will take a leadership role in a broad range of second language teacher education programs offered in the Faculty of Education at the University of Alberta.

Applicants for the second language education position should have a doctorate in second language education or be near completion. They should provide evidence of successful teaching of a second language, preferably including ESL/EFL, at the secondary and/or post-secondary level. The candidate should have teacher education experience and evidence of a strong developing program of research. Linguistic competency in one or more languages other than English is essential. A strong academic background, and/or experience in international and intercultural education are important assets for this position. Complementary research in any of the following areas: qualitative and/or participatory research approaches, curriculum theory, or cultural studies would be valuable, as would experience with innovative links between university and schools.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications including a current curriculum vitae and the names of three referees should be sent, by October 31, 2002, to:

Dr. Terry Carson
Chair, Department of Secondary Education
University of Alberta
Edmonton, Alberta, Canada T6G 2G5

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

"My colleagues and I just love Niagara. We see exciting potential at Brock and are pleasantly surprised at how cosmopolitan the region is. Our smaller campus is very friendly and encourages an interdisciplinary approach."

Professor Michelle Webber, Sociology, affiliated with Women's Studies

Brock University

thrive

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Brock celebrates the success of its 44,000 alumni who enjoy one of the highest employment rates among graduates from Ontario's universities.

All positions are probationary, tenure-track at the rank of Assistant Professor (unless otherwise specified) and are to take effect July 1, 2003, subject to final budgetary approval.

Applicants for all the above positions should submit a letter of application (indicating file number, if applicable), curriculum vitae, selected reprints/preprints of publications, evidence of teaching ability, and arrange for three letters of reference to be sent to the person specified.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified men and women candidates are encouraged to apply.

For more information, go to the Web site listed at the right:

CHILD AND YOUTH STUDIES

Diversity and Development (File #02-DD-3-2)
A recently completed PhD in Psychology or related discipline with an interest in the education, inclusion, parenting and family issues specifically as they relate to children with special needs, including those with learning and intellectual challenges is preferred. Experience in teaching research methods (qualitative or quantitative) is an asset.

Diversity and Development (File #02-DD-4-2)
A recently completed PhD in Psychology or related discipline with an interest in the psychiatric, emotional, behavioral, social aspects of children with special needs, including those with learning and intellectual challenges is preferred. Experience in teaching research methods (qualitative or quantitative) is an asset.

Developmental Psychology – Associate or Assistant level (File #02-DP-1-3)
A PhD in Developmental Psychology or a related discipline is preferred. Experience in teaching research methods (qualitative or quantitative) is an asset.

Developmental Psychology (File #02-DP-2-2)
A recently completed PhD in Developmental Psychology or a related discipline is preferred. Experience in teaching research methods (qualitative or quantitative) is an asset.

Sociology/Anthropology or related area – Associate or Assistant level (File #02-SA-5-3)
A completed PhD in Sociology, Anthropology or a relevant discipline is preferred together with expertise in the area of the social construction of childhood and youth.
In addition to the undergraduate teaching and supervision, the successful candidates will be expected to support a new MA program in Child and Youth Studies. There is an opportunity to join the Brock Research Institute for Youth Studies, an interdisciplinary group specializing in youth and adolescence. For more information on the above see www.brocku.ca\childandyouthstudies.
Applications for the positions will be accepted until the positions are filled, but the selection process will begin on November 15, 2002.
Dorothy Griffiths, Chair, Department of Child and Youth Studies
E-mail: griffith@brocku.ca Fax: 905-641-2509

COMMUNICATIONS, POPULAR CULTURE AND FILM

A thriving interdisciplinary unit with more than 500 majors, the department offers, together with its programs in Film Studies and Popular Culture, an undergraduate specialization in four streams of Communications: Media and Culture, Communications Policy, Business Communications, and Information Technology. The Department is also the major participant in the University's Interdisciplinary MA Program in Popular Culture.

Film Studies – 2 appointments
A recently completed PhD in a relevant discipline is required. In addition to undergraduate teaching in introductory and advanced courses in areas such as film history, film theory, gender and film, popular culture, and television studies, the successful candidates will teach and supervise theses in the MA program.

Communications Studies – 2 appointments
A recently completed PhD in a relevant discipline is required. In addition to undergraduate teaching in courses such as Introduction to Communications, Communications Theory, Organizational Communications, and Interpersonal Communications, the successful candidates will also have the opportunity to teach and supervise theses in the MA program.
Applications for the positions will be accepted until the positions are filled, but the selection process will begin on November 1, 2002.
Jim Leach, Chair, Department of Communications, Populat Culture and Film
E-mail: jimleach@brocku.ca; Fax: 905-641-5076

GEOGRAPHY

Human Geography
The successful candidate will have expertise in some combination of urban/rural planning, transportation and tourism.

GIS/Remote Sensing
The successful candidate will be expected to contribute to the department's Concentration in Geographic Information Science and the Postgraduate Certificate in GIS offered at Niagara College. An extemally funded, GIS lab is available for research.

Resource Geography
An interest in international development, sustainability ot vulnerability would be an asset.
For these positions, a recently completed PhD in Geography or a related discipline is preferred, although applicants without a completed PhD will be considered for appointment at the rank of Lecturer.
Applications for the positions will be accepted until the positions are filled, but the selection process will begin on Octobet 31, 2002.
Hugh Gayler, Chair, Department of Geography
E-mail: geography@brocku.ca; Fax: 905-688-6369

LABOUR STUDIES AND ECONOMICS

Associate or Assistant level
Applicants must have a PhD (or near completion) in Economics or related discipline and demonstrated excellence (or promise) in teaching and scholarship in labour economics.
Applications for the position will be accepted until the position is filled, but the selection process will begin on December 1, 2002.
Professot Daniel Glenday, Ditector, Centre for Labour Studies
E-mail: dglenday@brocku.ca; Fax: 905-688-8337

POLITICAL SCIENCE

Comparative Politics
Preference will be given to candidates with expertise in Western European politics.

Public Administration (2 positions)
One position requires a strong secondary competence in Canadian Politics.
The successful candidates for all the above positions will have the opportunity to teach and supervise MA students and should be able to teach large undergraduate classes. Applicants for the above positions should have a PhD or be near completion.
Applications for the positions will be accepted until the positions are filled, but the selection process will begin on October 31, 2002.
Pietre P. Lizée, Chair, Recruitment Committee
E-mail: plizee@brocku.ca; Fax: 905-988-9388

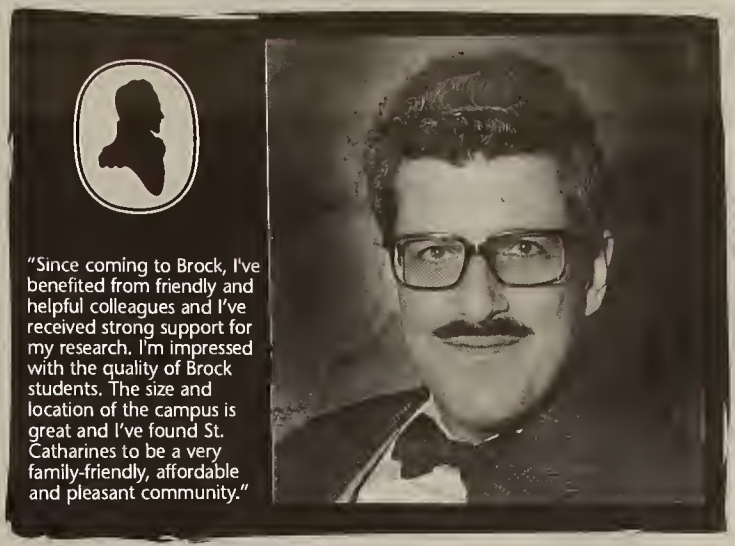
PSYCHOLOGY

Developmental Psychology
Preference will be given to specialization in adolescence or aging. A focus on health, community or clinical aspects would be an asset although other perspectives are also welcome. Please see our Web site at www.psyc.btocku.ca for more information about the department and www.psyc.brocku.ca/youthinstitute/index.html for information about the Brock Research Institute for Youth Studies, an interdisciplinary group specializing on youth and adolescence.
Applications for the position will be accepted until the position is filled, but the selection process will begin on October 30, 2002.
Sidney J. Segalowitz, Chair, Department of Psychology
E-mail: sid.segalowitz@brocku.ca; Fax: 905-688-6922

SOCIOLOGY

3 appointments
The successful candidates will be expected to teach one or more of the following courses: statistics, critical thinking and writing, classical sociological theory, modern social theory and/or criminology, and to have the ability to contribute to undergraduate and graduate courses in social justice and equity studies. The Department of Sociology offers a dynamic and innovative program, open to new ideas and perspectives. Applicants demonstrating a global perspective are welcome. The successful candidates will have a recently completed PhD in Sociology ot a related discipline.
Applications for the positions will be accepted until the positions are filled, but the selection process will begin on November 30, 2002.
June Corman, Chair, Department of Sociology
E-mail: jcorman@brocku.ca; Fax: 905-688-8337

www.brocku.ca/hr/careers


"Since coming to Brock, I've benefited from friendly and helpful colleagues and I've received strong support for my research. I'm impressed with the quality of Brock students. The size and location of the campus is great and I've found St. Catharines to be a very family-friendly, affordable and pleasant community."

Professor David Schimmelpenninck, History

APPLIED LANGUAGE STUDIES: 2 POSITIONS

A unique and dynamic department in Applied Language Studies is seeking candidates for two positions.

Teaching English as a Second Language (TESL):
We anticipate a new MA program in TESL and invite applications for a tenure-track position. Applications should have a PhD in Applied Linguistics or a related area with demonstrated excellence in research and teaching.

Speech-Language Pathology: As part of our growth potential, we invite applications for a 2-year limited-term appointment. Candidates must be eligible for registration with CASLPO and have successful teaching experience at the university level. Preference will be given to those with a PhD degree in a relevant area and demonstrated research potential.

Applications must be received by January 10, 2003
Dr. John Sivell, Chair, Department of Applied Language Studies; E-mail: jsivell@spartan.ac.brocku.ca

CLASSICS

Our growing Classics Department with a strong tradition in history and material culture seeks to fill a full-time tenure-track position at the Assistant Professor level in **Greek and/or Roman social history** which will include family and gender studies. The successful candidate will have a commitment to teaching Greek and Latin at all levels and an interest in developing interdisciplinary courses.
Closing date for applications is November 30, 2002.
Richard Parker, Chair, Department of Classics; E-mail: rparker @brocku.ca, Fax 905-688-2789

DRAMATIC ARTS

As a part of the new School of Fine and Performing Arts, the Department of Dramatic Arts invites applications for a full-time, tenure track position in **Drama in Education** at the Assistant Professor level. The appointee will have a relevant PhD and some published research, and teach in the Drama in Education/Theatre in Education BA and Honours BA programmes.
Closing date for applications is October 31, 2002
Mary Jane Millet, Chair, Department of Dramatic Arts, E-mail: mjmiller@brocku.ca

ENGLISH: 3 POSITIONS

A dynamic and growing Department of English Language and Literature is seeking candidates for three tenure-track positions:

Nineteenth Century British Literature: Demonstrated scholarly and teaching competence in Romantic and Victorian Literature with research interests in poetry in those areas.

American Literature: Demonstrated scholarly and teaching competence in American Literature, with research interests in Nineteenth Century American Literature.

Academic and Professional Writing: Demonstrated competence in the teaching, theory, and practice of academic and professional writing with an emphasis on discourse studies; preference may be given to applicants with teaching competence in an area of English literature.

Closing date for applications is November 1, 2002
John Lye, Chair, Department of English Language and Literature, E-mail: jlye@brocku.ca

HISTORY: 3 POSITIONS

Our vibrant History Department is seeking to fill three probationary positions:

History of Colonial North America (the Thirteen Colonies). Candidates must be competent teaching at every level of the undergraduate program and in other related fields such as New France and women's history.
Closing date for applications is October 4, 2002 to Dr. Carmela Patrias, Chair, Colonial Search Committee, Department of History; E-mail: cpatrias@brocku.ca

Latin American and U.S. History

African and World History

Candidates must be able to teach courses at every level of the undergraduate program.
Closing date for applications is October 4, 2002 to Dr. Murray Wickett, Department of History, E-mail: mwickett@brocku.ca

MODERN LANGUAGES, LITERATURES, AND CULTURES

Our innovative, expanding Department of Modern Languages, Literatures and Cultures invites applications for a tenure-track position in **French Language Studies** (e.g. linguistics, applied linguistics, didactics, F.S.L.) at the Assistant Professor level.
Closing date for applications is November 15, 2002. Leonard Rosmarin, Chair, Department of Modern Languages, Literatures and Cultures; E-mail: lrosmari@spartan.ac.brocku.ca

VISUAL ARTS AND GREAT BOOKS/LIBERAL STUDIES

Our Department of Visual Arts and Centre for Great Books/Liberal Studies invite applications for a tenure-track appointment at the rank of Assistant Professor in **Western intellectual traditions and art history.** Preference will be given to candidates with a commitment to teach first-year students, as well as an interest in contributing to the establishment of a multidisciplinary foundation year programme in the Humanities.
Applications are due January 10, 2003. Derek Knight, Chair, Department of Visual Arts; E-mail: dknight@brocku.ca

www.brocku.ca/hr/careers

Instructional Technology Specialist

The Division of Library and Information Services of Plattsburgh State University of New York is seeking a motivated, service-oriented professional for the position of Instructional Technology Specialist. This twelve month, renewable appointment reports to the Instructional Technology Coordinator. PSUNY has an active commitment to teaching and learning with technology. The technology infrastructure of the campus includes numerous PC-based computer and multimedia classrooms, a newly opened high-tech Instructional Technology Resource Center, and fully wired offices and dorms.

Responsibilities include: working with faculty and staff in the design and production of presentations, web materials, and multimedia files to support instruction; serving as consultant to faculty and staff in the Instructional Technology Resource Center, offering workshops on the creation and effective use of technology-assisted presentations and web sites; assisting the Instructional Technology Coordinator in the production of help-sheets and online documentation; reporting on the ongoing campus-wide technology projects; and working with divisional units in the planning and implementation of campus-wide technology initiatives.

Qualifications: Master's degree; at least one year of relevant experience in the creation or support of technology-enhanced learning resources and materials; University or college level teaching experience; familiarity with a range of PC-based software applicable to the creation of multimedia, websites, and presentations; awareness of web accessibility issues; demonstrated proficiency in oral and written communication skills and exceptional interpersonal skills are required. Experience with Course Management Systems, XML, CSS and Web scripting language will be highly regarded. The successful candidate must be able to work in a team-oriented environment that serves a diverse population

Applications from women and minority candidates are especially welcomed. Plattsburgh State University of New York is an affirmative action, equal opportunity employer.

Salary: Beginning at $38,000, dependent upon experience, with excellent benefits. Review of applications begins immediately and continues until position is filled. Please submit letter of application, resume, and the names and telephone numbers of three references to **Chair, Search Committee (PJ# 2738-CAUT), c/o Human Resources, Plattsburgh State University of New York, 101 Broad Street, Plattsburgh, NY 12901-2681.** Fax. (518) 564-5060.

Plattsburgh
STATE UNIVERSITY OF NEW YORK

SIMON FRASER UNIVERSITY

Faculty Positions in Business Administration

The Faculty of Business Administration at Simon Fraser University invites applications for tenure-track appointments in: • MANAGEMENT INFORMATION SYSTEMS • FINANCE • MANAGEMENT OF TECHNOLOGY (entrepreneurship, venture financing, biotech business development) • STRATEGY • MARKETING (new products, entrepreneurship, strategic marketing) • FINANCIAL ACCOUNTING/MANAGERIAL ACCOUNTING (professional accounting designation preferred)

Ph.D. in hand or near completion required. RANK: Assistant or Associate. Successful candidates will have strong research and teaching abilities with established research programs in one of the areas above and an interest in teaching at the undergraduate, graduate, executive levels, and in the Faculty's innovative on-line graduate programs. START DATE: September 2003 or at a mutually agreed upon time.

All qualified candidates are encouraged to apply. However, Canadians and Permanent Residents will be given priority. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All positions are subject to budgetary approval.

- Send curriculum vita and the names of three referees to:
  Chair of the Appointments Committee
  Faculty of Business Administration
  Simon Fraser University
  8888 University Drive
  Burnaby, British Columbia V5A 1S6 CANADA
- The search will close on November 30, 2002 or when the positions have been filled.

www.sfu.ca **www.bus.sfu.ca**

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ATKINSON

Faculty of Liberal and Professional Studies

Since 1999, the Atkinson Faculty of Liberal and Professional Studies has hired 22 tenure track professors to handle enrolment growth in strategic areas and rebuilding of professional ranks. We plan to hire up to 31 professors in 2003-04 and up to 20 additional positions in future years. As Dean of Atkinson I am committed to providing an environment in which teaching and research flourish. As such I am also proactively recruiting candidates for Canada Research Chairs, particularly in Business. I invite you to join our vibrant and growing Faculty.

Rhonda Lenton, Dean

The Atkinson Faculty of Liberal and Professional Studies at York University invites applications for full-time tenure track positions as well as contractually limited term positions in the following Schools. Details and deadline dates of each position are noted below. The anticipated starting date of all positions is July 1, 2003 unless specified otherwise. All appointments are subject to final budgetary approval. All of these positions can be accessed via the York University website: **www.yorku.ca/acadjobs/** and click on Academic Positions.

School of Administrative Studies

Administrative Studies

The School of Administrative Studies is the largest undergraduate business program in Canada, currently with over 3,000 students and approximately 28,000 course registrations annually. Applications are invited for up to 10 tenure stream appointments in all functional disciplines including administrative studies, accounting, finance, marketing, management, auditing, management information systems, human resource management, and e-business. The positions are at the assistant and associate professor levels. A secondary interest in tax, management science/quantitative methods and organizational behaviour will be considered an asset. Applicants require a PhD or be ABD (in some cases an LLM) in the functional area of appointment. Applicants must be able to demonstrate promise of both competency in the classroom and the potential to mount and maintain an active research agenda related to their teaching area.

Applications are also invited for up to 10 contractually limited one-year appointments in all functional disciplines. While a doctorate is preferred, applications will also be considered from individuals with Masters Degrees. Some disciplines additionally require professional designations. Since these appointments carry primarily teaching responsibilities, applications will be expected to show complete details of teaching competency including specific courses taught and summaries of teaching evaluations. It would be helpful if applicants referred to the Atkinson Faculty of Liberal and Professional Studies Calendar on the University's website **http://calendars.registrar.yorku.ca/calendars/2002-2003/atkinson.htm** and specifically list which courses they felt competent to teach.

A letter of application, a curriculum vitae, and three confidential letters of recommendation should reach the Director by November 30, 2002 or until filled: Dr. Brian Gaber, Director, School of Administrative Studies, 282 Atkinson, email: bgaber@yorku.ca, phone 416 736.5210, fax 416.736.5963.

For all positions the letter of application should have appended a curriculum vitae and the names of three referees. Please ensure the application letter identifies the functional area of business the application relates to, and explicitly states whether the application is for a tenure stream or contractually limited appointment. Applications will be accepted until November 30, 2002 or until filled.

School of Analytic Studies and Information Technology

Economics

The School of Analytic Studies and Information Technology (SASIT) invites applications for two faculty positions in its Economics Program. One position is tenure stream at the assistant professor level. The second position is a one-year contractually limited appointment at the assistant professor or lecturer level. SASIT's Economics program includes degree studies in economics and in business economics. More information on the programs can be found at **http://www.atkinson.yorku.ca/frschasit.htm** .

While outstanding candidates in any field of economics may apply, applicants should have a PhD in economics (or ABD) and a strong record of teaching and research. Tenure-track candidates must be suitable for graduate teaching. The program is particularly interested in candidates with research and teaching strengths in one or more of business economics, financial economics, managerial decision models and industrial relations.

A letter of application, curriculum vitae, and three confidential letters of recommendation should reach the Coordinator by November 30, 2002: Dr. Helmar Drost, Economics Search Coordinator, 527 Atkinson, email: hdrost@yorku.ca, phone 416 736.5232, fax 416.736.5188.

For both positions the letter of application should have appended a curriculum vitae and the names of three referees. The application should identify areas of teaching and research interest and whether the application is for the tenure stream or contractually limited appointment. At least one letter should address teaching.

Information Technology

The School of Analytic Studies and Information Technology (SASIT) invites applications for two faculty positions in the ITEC Program. One position will be a tenure stream position at the assistant professor level. One position will be a one-year contractually limited appointment at the assistant professor or lecturer level. York's ITEC program is a university-wide initiative in information technology. It consists of a set of degree offerings that combine information technology with fields such as administrative studies, health informatics, professional writing and social issues. More information on the programs can be found at **http://www.yorku.ca/sasit/itec.**

Applicants should have a PhD and a strong record of teaching and research related to information technology. Research interests in one or more of the following areas are especially encouraged: systems analysis and design; software systems; information management; networking and communications; databases; e-commerce technologies. Preference will be given to applicants who will be able to contribute to the future graduate program in Internet Information Systems.

A letter of application, a curriculum vitae, and three confidential letters of recommendation should reach the Coordinator by November 30, 2002 or until filled: Dr. R. Campeanu, ITEC Search Coordinator, School of Analytical Studies and Information Technology, 527 Atkinson, email: campeanu@yorku.ca, phone 416 736.5232, fax 416.736.5188. At least one letter should address teaching. For all positions the letter of application should have appended a curriculum vitae, the names of three referees, and indicate whether the application is for the tenure stream or contractually limited appointment.

Science and Technology Studies

The School of Analytic Studies and Information Technology (SASIT) invites applications for a tenure stream position at the assistant professor level in Science and Technology Studies with specialization in twentieth century or recent science and technology. The Science and Technology Studies Program focuses on the history, philosophy and social studies of modern science and technology. The successful candidate will be expected to teach courses in the Natural Science curriculum and must therefore have demonstrated competence in this area.

Applicants should have a strong record of teaching and research, and a PhD in Science and Technology Studies, history of science and technology, or related field. The successful candidate will be expected to teach and develop new STS courses, be actively engaged in research, and teach Natural Science general education courses. Preference may be given to those who are also able to teach STS courses of relevance to students in Information Technology. More information on the STS program can be found at **http://www.atkinson.yorku.ca/frschasit.htm.**

A letter of application, a curriculum vitae, and three confidential letters of recommendation should reach the Coordinator by November 15, 2002 or until filled: Dr. Ernst Hamm, STS Search Coordinator, School of Analytic Studies and Information Technology, 527 Atkinson, email: ehamm@yorku.ca, phone 416.736.5232, fax 416.736.5188. For all positions the letter of application should

have appended curriculum vitae and the names of three referees. Application letters should identify areas of teaching and research interest. At least one letter should address teaching.

Philosophy

The School of Analytic Studies and Information Technology (SASIT) invites applications for two contractually limited one-year faculty positions in the Philosophy Program at the level of Assistant Professor. The area of specialization is flexible. Applicants will be expected to teach the compulsory first year Modes of Reasoning Course and courses in the areas of Professional Ethics and Applied Philosophy. Expertise in the area of Late Modern Continental Philosophy would be an asset. Applicants require a PhD completed or in progress. Candidates should also have an interest in online teaching and be able to demonstrate promise in the classroom. Applicants should identify which courses in the above-mentioned areas that they feel competent to teach by viewing **http://www.atkinson.yorku.ca/frschasit.htm** and clicking on programs.

A letter of application, a curriculum vitae, and three confidential letters of recommendation should reach the Coordinator by November 30, 2002 or until filled: Dr. Sam Mallin, Philosophy Search Coordinator, School of Analytical Studies and Information Technology, 527 Atkinson, email: smln@yorku.ca, phone 416.736.5232, fax 416.736.5188. For all positions the letter of application should have appended curriculum vitae and the names of three referees. Application letters should identify areas of teaching and research interest. At least one letter should address teaching.

School of Social Sciences

Social Sciences (Public Administration)

The School of Social Sciences invites applications for a tenure stream position in Public Administration at the Assistant Professor level to begin July 1, 2003. The School of Social Sciences is seeking an individual who is enthusiastic about developing Public Administration as a Professional Program within the context of the newly redesigned School of Social Sciences. The scholar appointed to this position will teach the core public administration course, and may also teach the very popular public law courses included in the BA program in Public Administration and Management and the Certificate in Public Sector Management. Areas of specialization are open and include political science, public law, criminology, human rights, sociology, anthropology, social geography and related fields. Research is a high priority in the School of Social Sciences and the successful candidate will have a strong research and publication record and will be able to teach and supervise at the graduate level. Sensitivity and willingness to explore issues of race, ethnicity, gender, sexual orientation, social class or ability or other social justice issues, as well as to consider the use of information technology in teaching would be assets. The School of Social Sciences houses two disciplinary degree programs (Political Science and Sociology) and a newly created interdisciplinary Social Sciences degree program, as well as a number of areas of concentration dealing with gender and families, diaspora cultures, social justice, communication studies, education, public policy and administration, political economy and political and social thought. Applications will be considered from candidates with a completed PhD or a PhD to be completed by the date of appointment or the equivalent professional experience.

Social Sciences (Interdisciplinary Social Sciences)

The School of Social Sciences invites applications for a one year contractually limited appointment in interdisciplinary Social Sciences at the Assistant Professor level. The School is seeking a dynamic scholar to teach in the undergraduate Social Sciences general education program and in particular to teach its revised core course, the Foundations of Social Sciences. Applicants should combine strength in interdisciplinary social sciences with the study of ethnic communities and ethnicity in relation to gender and citizenship and/or communication studies. Experience with or a willingness to explore the use of information technology in teaching is also an asset. Areas of specialization are open. The School of Social Sciences has two disciplinary degree programs (Sociology and Political Science), a newly created interdisciplinary Social Sciences degree and a number of areas of concentration dealing with gender and families, diaspora cultures, social justice, communication studies, education, public policy and administration, political economy and political and social thought. Applications will be considered from candidates with a completed PhD or a PhD to be completed by the date of appointment.

For both positions the deadline for applications is November 15, 2002. Applicants should send their curriculum vitae and a summary of teaching and research interests and experience with the names of three referees to Dr. Wenona Giles, Chair, School of Social Sciences, 303 Atkinson, email wgiles@yorku.ca, phone 416.736.5235, fax 416.650.3876.

School of Nursing

Nursing

The School of Nursing invites highly qualified applications for up to thirteen tenure stream appointments. There is also the potential for up to eight additional contractually limited appointments. Appointments will commence July 1, 2003 with one beginning as early as January 1, 2003 and will be in the professorial or alternate stream. Professorial appointments will be made at the assistant or associate professor level. Alternate stream appointments will be made at the assistant or associate lecturer level. Applicants must hold current registration in the College of Nurses of Ontario and must provide proof of academic credentials prior to appointment. The Faculty is actively searching for Tier I and Tier II Canada Research Chairs in health and health related fields.

The School of Nursing offers the first Collaborative BScN degree in Ontario, an established Post RN BScN, a Primary Health Care Nurse Practitioner Certificate, a Health Informatics Certificate and is in the process of developing a graduate program. Our rapidly expanding internationally recognized program offers an innovative curriculum founded in nursing science. We embrace individual uniqueness, multiple ways of knowing, creative expressions of scholarship and global consciousness.

Applicants must have expertise, teaching and practice experience and related research in one or more of the following areas: community/public health; research methods, utilization and evaluation; nursing ethics; health informatics; acute/critical care; gerontology, health and aging; long term care; transcultural health; maternal and child health; and/or women's health.

A BScN and a Master's degree (nursing preferred) is required. A doctorate in progress in nursing or a health related field is required for professorial stream positions and preferred for alternate stream positions. An earned doctorate in nursing is preferred. Knowledge of nursing theories, the human science paradigm, cooperative learning perspectives and the Bevis-Watson curriculum paradigm is required. Prior experience using a cooperative learning pedagogical framework and the Bevis-Watson curriculum paradigm is preferred. Experience with technology-enhanced distance learning would be an asset. Evidence of involvement in a research and publication program is essential for professorial stream appointments. Evidence of professional excellence and expertise in a clinical setting is required for appointments in the alternate stream. Proven evidence of the ability to develop and maintain collegial relationships is required for all positions. The selection process will start November 15, 2002 and continue until all positions are filled. Applicants should send a curriculum vitae and arrange for three letters of recommendation (one of which should address teaching) to be sent directly to Dr. Kathleen Macdonald, Director, School of Nursing, Atkinson Faculty of Liberal and Professional Studies, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. E-mail: ttam@yorku.ca , fax: 416.736.5714, phone 416.736.5271.

*York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Atkinson Faculty of Liberal and Professional Studies welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at **www.yorku.ca/acad-jobs/** or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.*

Canada Research Chairs

The Faculty is actively seeking applicants for Tier I and Tier II Canada Research Chairs particularly in business. Candidates must have an outstanding and innovative research program that complements the York University Research Plan **http://www.yorku.ca/vpri/CRC%20New/vpri_crc.index.htm** and click on Canada Research Chairs Strategic Research Plan. Candidates nominated by the Faculty must be approved by York University and then forwarded to the Canada Research Chairs Secretariat for final approval. Tier I appointments will be at the Full Professor level and Tier II appointments at the assistant or associate professor level.

Atkinson Faculty of Liberal and Professional Studies
4700 Keele Street
Toronto, Ontario
M3J 1P3

YORK UNIVERSITÉ UNIVERSITY redefine THE POSSIBLE.

Laurentian Laurentienne

Position in Marketing

Laurentian University School of Commerce invites applications for a tenure stream position in Marketing for January 2003. The successful candidate will teach in the regular B Comm. and MBA programs and have demonstrated excellence in teaching and research. Candidates with teaching and research interests in marketing as it relates to Sports Administration and/or Electronic Business Science are encouraged to apply. In accordance with the University's Policy on Bilingualism, Laurentian has a requirement of passive bilingualism (French/English) as a condition of tenure. Applicants must have a doctorate in Marketing or be nearing completion of their dissertation. For further information browse: http://laurentian.ca/commerce/index-eng.html

Laurentian University has a beautiful campus bordered by two large lakes, a golf course, and a conservation area. Over 4000 full-time and 2500 part-time students study here. The bilingual School of Commerce has 25 faculty members and 450 students. Information can be found at www.laurentian.ca

Sudbury is an attractive modern city offering unique cultural, recreational, and educational opportunities for faculty and students. For further info see http://www.sudburytourism.ca

Laurentian is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. In accordance with Canadian Immigration requirements, all qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The position is subject to budget approval.

Please send a letter of application discussing your suitability, three references and contact information, a sample of work and a CV to: **Dr. Ron Mulholland, Director, School of Commerce and Administration, Laurentian University Sudbury, ON P3E 2C6**, rmulholland@nickel.laurentian.ca

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YORK UNIVERSITY — The Department of History (Faculty of Arts) invites applications for the Hellenic Heritage Foundation Chair in Hellenic Studies at the rank of Full Professor. The position will commence 1 July 2003. All positions at York University are subject to budgetary approval. The successful candidate must be an established scholar in Modern Greek History with specialization in one of three areas: political history, social history, or international relations. Required qualifications include a completed PhD in History, or equivalent, and an ongoing programme of research and publication in the area of specialization. The successful candidate must have a strong record of achievement in research, teaching, and supervision at the undergraduate and graduate levels, and is expected to provide leadership in the development of a focus area in modern Hellenic studies. The ability to develop links with the broader Hellenic Canadian community will be considered an asset. Fluency in Modern Greek at the near native level and in English is required. The candidate will be appointed to the Department of History in the Faculty of Arts and may be affiliated with the Canadian Centre for German and European Studies. Courses taught will also be part of the European Studies program. Salary is dependent on qualifications and experience. The Hellenic Heritage Foundation Chair in Hellenic Studies has been endowed by the Hellenic Heritage Foundation, the Greek Community of Metropolitan Toronto, and York University. The establishment of the Hellenic Heritage Foundation Chair is intended to highlight York University's growing interest in Hellenic studies. Candidates should submit a letter of application, including a curriculum vitae and teaching dossier, and arrange for three confidential letters of recommendation to be sent no later than 15 November 2002 to: Professor Marlene Shore, Chair, Department of History, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3 Canada (fax: 416-736-5830; e-mail: mshore@yorku.ca). York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of History welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at: http://www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the Affirmative Action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position.

CARLETON UNIVERSITY — Subject to budgetary approval, the Department of History at Carleton University invites applications for a tenure-track appointment in Canadian history at the Assistant Professor level, effective July 1, 2003. The successful candidate will be a specialist in the history of pre-Confederation Canada, whose work demonstrates scholarly promise plus a strong commitment to both undergraduate and graduate teaching. Demonstrated ability to teach in areas apart from one's research specialty, including courses in Canadian historiography, is a requirement of the position. The potential of candidates' regional research interests to broaden the Department's range of regional course offerings will also be a consideration. The minimum qualification is a completed PhD. Applications, together with a curriculum vitae, graduate transcripts, teaching evaluations, and evidence of published work should be sent by regular mail to Prof. E. Peter Fitzgerald, Chair, Department of History, Carleton University, 1125 Colonel By Drive, Ottawa, ON, K1S 5B6; e-mail: peter_fitzgerald@carleton.ca. At the time of application, candidates should arrange to have three referees familiar with their work send supporting letters to the same address. The deadline for receipt of applications, letters of recommendation, and all other supporting materials is December 20, 2002. Incomplete applications will not be considered. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents of Canada will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Candidates may learn more about the Department of History by visiting its website at www.carleton.ca/history/.

THE UNIVERSITY OF OTTAWA — The Department of History invites applications for a tenure track position in the history of the Middle East and North Africa. Starting date: July 1st, 2003. Requirements: PhD; publications and teaching experience preferred. The candidate will be required immediately to teach in French and in English. The ability to teach in English and in French is a condition of tenure. Rank: Assistant Professor. Salary: According to Collective Agreement. Applicants should submit a curriculum vitae and three letters of reference to the Secretary, Selection Committee, Department of History, University of Ottawa, Ottawa, Ontario, K1N 6N5. Deadline for applications: December 6th, 2002. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Employments equity is University policy.

THE UNIVERSITY OF OTTAWA — The Department of History invites applications for a tenure track position in the history of modern Canada. Starting date: July 1st, 2003. Requirements: PhD; publications and teaching experience preferred. The candidate will be required immediately to teach in French. The ability to teach in English and in French is a condition of tenure. Rank: Assistant Professor. Salary: According to Collective Agreement. Applicants should submit a curriculum vitae and three letters of reference to the Secretary, Selection Committee, Department of History, University of Ottawa, Ontario, K1N 6N5. Deadline for applications: December 6th, 2002. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Employment equity is University policy.

THE UNIVERSITY OF LETHBRIDGE — The Department of History invites applications for a probationary (tenure-track) position in Western Canadian History at the rank of Assistant Professor to begin 1 July 2003, subject to budgetary approval. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. A PhD (or near completion) is required. Ability to teach courses in the regional history of southern Alberta and nineteenth century general Canadian history would be desirable. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New Faculty are eligible for university funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrollment of approximately 7,000 students. Our focus on liberal education, selected professional programs, smaller classes, co-op placements and involvement of students in faculty research provides the very best education available. For more information about the University please visit our web site at www.uleth.ca. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and publications (reprints or preprints), a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Dr. James Tagg, Chair, Department of History, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2541, Fax: (403) 329-5108, or E-mail: tagg@uleth.ca. The closing date for applications is December 1, 2002.

THE UNIVERSITY OF VICTORIA — The Department of History invites application for a tenure-track appointment at the rank of Assistant Professor in the history of the United States in the 20th century. Preference will be given to candidates with research interests in foreign relations and/or political history. Ability to teach a course on race relations or social movements is an advantage. The successful candidate will teach undergraduate courses, including an introductory survey history of the U.S., and will participate in the University's MA and PhD programs. Applicants should have a completed PhD, teaching experience and publications. Letters of application, curriculum vitae and the names and addresses of at least three referees should be sent by November 22, 2002 to: Eric W. Sager, Department of History, University of Victoria, P.O. Box 3045, Victoria B.C. V8W 3P4 (http://web.uvic.ca/history/ email: ewsager@uvic.ca). Current assistant professor salary floor: $48,000. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples, peoples of all sexual orientations and genders, and others who may contribute to the further diversification of the University.

McGILL UNIVERSITY — The Department of History invites applications for a position at the rank of associate or tenure-track assistant professor in late imperial and modern Chinese history, effective 1 September 2003. The field of research specialization is open. The successful candidate should hold a PhD and show promise of excellence in teaching and scholarly research. The ability to teach undergraduate and graduate courses is required. The position is subject to budgetary approval. A letter of application, curriculum vitae, one-page statement of teaching philosophy, and three confidential letters of reference should be sent to Professor Brian Lewis, Chair, Department of History, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7. The application deadline is 15 November 2002. We encourage all qualified persons to apply; however, Canadian citizens and permanent residents will be given priority. McGill University is committed to equity in employment. While English is the language of instruction at McGill, knowledge of French is an asset.

McGILL UNIVERSITY — The Department of History invites applications for a tenure-track position at the rank of assistant professor in the history of international relations, effective 1 September 2003. The field is open, but a twentieth-century research specialization is preferred. The successful candidate should hold a PhD and show promise of excellence in teaching and scholarly research. The ability to teach undergraduate and graduate courses is required. A letter of application, curriculum vitae, one-page statement of teaching philosophy, and three confidential letters of reference should be sent to Professor Brian Lewis, Chair, Department of History, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7. The application deadline is 15 November 2002. We encourage all qualified persons to apply; however, Canadian citizens and permanent residents will be given priority. McGill University is committed to equity in employment. While English is the language of instruction at McGill, knowledge of French is an asset.

McGILL UNIVERSITY — The Department of History invites applications for a tenure-track position in the history of modern Canada, effective 1 September 2003. The field of research specialization is open. The successful candidate should hold a PhD and show promise of excellence in teaching and scholarly research. The ability to teach undergraduate and graduate courses is required. A letter of application, curriculum vitae, one-page statement of teaching philosophy, and three confidential letters of reference should be sent to Professor Brian Lewis, Chair, Department of History, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7. The application deadline is 15 November 2002. We encourage all qualified persons to apply; however, Canadian citizens and permanent residents will be given priority. McGill University is committed to equity in employment. While English is the language of instruction at McGill, knowledge of French is an asset.

THE UNIVERSITY OF NEW BRUNSWICK (Saint John) — The Faculty of Arts invites applications for a nine-month appointment in History, commencing August 1, 2003, subject to budgetary approval. Applicants should have a doctorate (or near completion) in American History, university-level teaching experience and a strong research record. The successful applicant will be required to teach U.S. History, including a survey course (colonial period to the present). Additional courses will reflect the specialization of the successful candidate. Preference may be given to candidates with expertise in 20th Century U.S. History. Applicants should send a curriculum vitae and the names and addresses of three referees, to be received no later than November 30, 2002 to: Dr. R. MacKinnon, Dean, Faculty of Arts, University of New Brunswick, PO Box 5050, Saint John, NB E2L 4L5. Questions concerning this position may be directed to Dr. Fred Donnelly, Chair, Department of History & Politics at donnelly@unbsj.ca. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

YORK UNIVERSITY (Glendon College) — The Department of History at Glendon College, the bilingual Liberal Arts Faculty of York University, invites applications for a tenure-track position at the rank of Assistant Professor in 19th–20th Century International Relations. This position is subject to budgetary approval by the University. Candidate must be bilingual (English-French), demonstrate commitment to teaching and research, hold a PhD in History and have publications and current projects in the field. The candidate must be able to teach and do research in English and French. Duties will include teaching at the undergraduate level with some possibility of graduate teaching and supervision, research and administrative responsibilities. In addition to teaching Twentieth Century History from a global perspective as well as the History of International Relations, candidates should show the ability to teach in at least one of the following areas: Modern African, Modern Asian, Modern European, or Modern Latin-American History. Salary is in accordance with the collective agreement and experience. Letters of application, accompanied by a curriculum vitae, should be sent by January 6, 2003, to Professor Yves Frenette, Chair, Department of History, Glendon College, 2275 Bayview Avenue, Toronto (Ontario), Canada M4N 3M6 (frenette@glendon.yorku.ca). Date of appointment: July 1, 2003. Applicants should also arrange to have three letters of reference sent directly to the Chair of the Department. At least one of the referees should address teaching. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of History welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the Affirmation Office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position.

CONCORDIA UNIVERSITY — The Faculty of Arts & Science, has up to two tenure-track positions available, one in African History and one in Nineteenth/Twentieth Century Eastern European History. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm

CONCORDIA UNIVERSITY — The Faculty of Arts & Science has one tenure-track position available in its Liberal Arts College for a candidate specializing in European Intellectual History. Please see our full page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm

SIMON FRASER UNIVERSITY — The Department of History invites applications for a tenure track appointment in the field of Modern Arab-Ottoman Middle Eastern History (including Egypt) from the late 18th to mid-20th centuries with a research specialty in state and society or culture and society. The position will begin in September, 2003. The appointment will be made at the Assistant Professor level at a salary that matches qualifications. Preferred qualifications include a completed PhD, publications, and university teaching experience. The successful applicant will teach undergraduate and graduate courses and will be expected to develop a strong research programme in her/his area of specialization. An ability to teach World History at the undergraduate level will be an asset. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to qualified Canadian citizens and permanent residents. Citizens of other nationalities are also encouraged to apply. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. This position is subject to approval by the University Board of Governors and final budgetary authorization. Closing date for receipt of applications is Friday November 15, 2002. Applicants should send a curriculum vitae and arrange for three letters of reference to be sent to: Dr. Jack Little, Chair, Department of History, Simon Fraser University, Burnaby, B.C. V5A 1S6, Fax: (604) 291-5837.

SIMON FRASER UNIVERSITY — The Department of History invites applications for a tenure track appointment in the field of Latin American History, from early contact to the present, with preference to applicants working in indigenous/colonialism and/or labour history. The position will begin in September, 2003. The appointment will be made at the Assistant Professor level at a salary that matches qualifications. Preferred qualifications include a completed PhD, publications, and university teaching experience. The successful applicant will teach undergraduate and graduate courses and will be expected to develop a strong research programme in her/his area of specialization. An ability to teach World History at the undergraduate level will be an asset. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to qualified Canadian citizens and permanent residents. Citizens of other nationalities are also encouraged to apply. Simon Fraser University is committed to the principle of equity in

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THE UNIVERSITY OF BRITISH COLUMBIA

FACULTY OF EDUCATION

WWW.EOUC.UBC.CA

The Faculty of Education at the University of British Columbia invites applications for full-time, tenure track positions at the assistant professor level. In order to address under representation of members of designated equity groups among senior faculty, an appointment at associate professor or professor level may be considered for women, visible minority, disabled or aboriginal applicant/s with exceptional qualifications.

The Faculty offers programs leading to Ph.D., Ed.D., M.A., M.Ed. and B.Ed. degrees and several post-graduate diplomas. There are over 3000 students in the Faculty, divided equally between those in teacher education and those in magistral and doctoral programs.

Applicants for these positions will have a doctoral degree (or be in the final stages of its completion), will have begun a program of research and publications, and have broad experience at the preschool, elementary, secondary or adult levels. The successful candidates will be required to teach undergraduate and graduate courses. Candidates will be expected to supervise graduate students, and pursue their program of scholarly research and publication. An interdisciplinary approach to their area, and experience in cross-disciplinary approaches to their area will be assets.

The appointments will become effective July 1, 2003 or sooner and are subject to final budgetary approval. The closing date for applications is **November 30, 2002** or until filled.

The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply, however Canadian citizens and permanent residents will be given priority.

Applications should include a current curriculum vitae, names of three referees together with their addresses, phone numbers and email addresses, a statement of research interests, an example of recently published work and, if available, evidence of successful post-secondary teaching experience. Applications should be directed to: **Dr. Rob Tierney, Dean, Faculty of Education, University of British Columbia, 2125 Main Mall, Vancouver BC, Canada V6T 1Z4**, Telephone: (604) 822-5235; Fax: (604) 822-3154; E-mail: rob.tierney@ube.ca.

Department of Language & Literacy Education
Language Arts/Literacy Educatioo

The Department offers programs including: English/Language Arts/Reading Education, Teaching English as a Second Language, Modern Languages Education and Teacher Librarianship. Visit the Department's home page at www.lled.educ.ube.ca.

The Department is seeking applications from individuals who have experience and expertise in Language Arts/Literacy Education with an additional specialization(s) in related areas such as: Drama and Theatre in Education, New (Multi) Literacies, Children's Literature.

Departmeot of Educational Studies
Educatiooal Administration & Leadership

The graduate program in Educational Administration and Leadership prepares educators for leadership within the elementary and secondary school systems. Applicants will have school-based teaching and leadership experience, research and teaching interests in Educational Administration and Leadership, and expertise that complements the knowledge, experience, and theoretical perspectives in the department.

Specializations of particular interest are educational law, policy, leadership, technology, finance, and diversity although persons with other academic foci within educational administration and leadership will be considered. Visit the Department's home page at www.edst.educ.ube.ca.

The successful candidate/s will be expected to contribute to the department's strong links with professional and scholarly associations in the field of Educational Administration in British Columbia and beyond, by contributing both to existing initiatives and starting new ones.

The Faculty of Education
Teacher Educatioo

Candidates for this position should have K-12 teaching experience as well as expertise in the area of teacher education such as the supervision of instruction and research issues in the field of teacher education; or work with teachers and graduate students on K-12 curriculum.

The successful candidate/s will be expected to support undergraduate and graduate programs involved in teacher education and develop a research program that focuses on problems in the field of teacher edueation. There is an opportunity to have an association with the Centre for the Study of Teacher Education. The Departmental home of the candidate/s will depend on the best match between the experience and expertise of the individual and the mandate of the Departments.

The Faculty of Education
First Nations/Indigenous Education

For this appointment in First Nations/Indigenous education, we seek candidates with expertise in edueation or a disciplinary base, with training in Aboriginal knowledge perspectives and a strong emphasis on educational problems and concepts related to the experience of indigenous peoples in North America and globally.

The selected individual/s will be expected to teach courses in his or her field of training in both the undergraduate and graduate programs, including courses related to indigenous knowledge, research methodology, and cross cultural issues. The successful candidate/s will also work closely with the Ts'kel First Nations Graduate Studies program, the Native Indian Teacher Education Program (NITEP) and the First Nations House of Learning. The Departmental home of the successful candidate/s will depend on the best match between the experience and expertise of the individual and the mandate of the Departments. It is expected that the appointed individual/s will have experience working closely with First Nations/Indigenous communities and Aboriginal education contexts broadly defined.

employment and offers equal employment opportuntres to qualified applicants. This position is subject to approval by the University Board of Governors and final budgetary authorization. Closing date for receipt of applications is Friday November 15, 2002 Applicants should send a curnculum vitae and arrange for three letters of reference to be sent to: Dr. Jack Little, Chair, Department of History, Simon Fraser University, Burnaby, B C V5A 1S6, Fax. (604) 291-5837.

THE UNIVERSITY OF WATERLOO invites applications for a tenure-track position at the Assistant Professor level in Modern European History (including Great Britain), preferably with an interest in colonial or post-colonial history. Candidates must have a PhD and a strong commitment to research and teaching undergraduate and graduate courses. We strongly encourage candidates who have creative and innovative approaches to teaching. Ability to teach large courses is necessary. The Department of History offers a collegial atmosphere in a beautiful community, only one hour's drive from Toronto. Applicants should send a curnculum vitae, transcripts, list of courses taught, copies of teaching evaluations and three reference letters to Dr. Patrick Harrigan, Chair, Department of History, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Closing date for applications is December 15, 2002. It is the intention of the University of Waterloo to fill its vacancies with recent PhD candidates appointed as Assistant Professors wherever possible. All qualified candidates are encouraged to apply; however, Canadian and Permanent Residents will be given priority The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities This appointment is subject to the availability of funds

THE UNIVERSITY OF WATERLOO invites applications for a tenure-track position at the Assistant Professor level in Modern United States history (post-Civil War). All fields are invited to apply. Candidates must have a PhD and a strong commitment to research and teaching undergraduate and graduate courses. We strongly encourage candidates who have creative and innovative approaches to teaching. Ability to teach large courses is necessary The Department of History offers a collegial atmosphere in a beautiful community, only one hour's drive from Toronto. Applicants should send a curnculum vitae, transcripts, list of courses taught, copies of teaching evaluations and three reference letters to Dr. Patrick Harrigan, Chair, Department of History, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Closing date for applications is December 15, 2002. It is the intention of the University of Waterloo to fill its vacancies with recent PhD graduates appointed as Assistant Professors wherever possible. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities This appointment is subject to the availability of funds

HISTORY OF ART

THE UNIVERSITY OF TORONTO — Art Historian, Medieval Art and Architecture. The Department of Fine Art invites applications for a tenure stream position (open rank) to begin July 1, 2003. PhD required. Candidates will be expected to have an outstanding record of scholarly achievement and to be excellent teachers. Specialization in medieval art and architecture. Salary commensurate with qualifications and experience. Please submit CV and select publications and arrange to have three letters of reference sent directly to: Marc Gotlieb, Chair, Department of Fine Art, 100 St. George Street, University of Toronto, Toronto, Ontario M5S 3G3. Deadline for applications is December 1, 2002. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority

THE UNIVERSITY OF TORONTO — The Department of Fine Art invites applications for the newly endowed Walter Graham/Homer Thompson Chair in Aegean Prehistory. The position is at the rank of Associate Professor or mid-career Full Professor with tenure, to begin July 1, 2003. PhD required, demonstrated excellence in research and ability to supervise graduate students are essential. Candidates will be expected to have an outstandmg record of scholarly achievement and to be excellent teachers. The incumbent will actively participate in the University's interdisciplinary Ancient Studies Collaborative Program. A background in Greek and Roman art and culture would be welcome; commitment to fieldwork also an asset. Salary commensurate with qualifications and experience. Please submit CV and representative publications, and arrange to have three letters of reference sent directly to. Professor Margaret C Miller, Acting Chair, Department of Fine Art, 100 St. George Street, University of Toronto, Toronto, Ontario, M5S 3G3. Deadline for applications is November 15, 2002. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority

HUMAN KINETICS

ST. FRANCIS XAVIER — The Department of Human Kinetics invites applications for a full-time tenure-track position in Biomechanics at the rank of assistant professor. The appointment will be effective July 1, 2003 The successful applicant is expected to teach undergraduate courses in biomechanics, in combination with ergonomics or a related subject area. In addition to teaching, the successful candidate will be expected to carry on an independent research program Applicants must demonstrate a record of, or show potential for, excellence in both teaching and research. Candidates are expected to have completed, or be nearing completion of a PhD degree. Applications will include, a letter of application; a curnculum vitae, a description of teaching and research interests, a sample of scholarly work, teaching evaluations or other evidence of teaching effectiveness, and three letters of reference The applicant should arrange to have all materials, including the letters of reference, sent to Dr. Roy Rasmussen, Chair, Department of Human Kinetics, St. Francis Xavier University, Antigonish, Nova Scotia B2G 2W5. All materials should be received by February 1, 2003. Applications will start being considered after this date and will continue until the position is filled. StFX University is an equal opportunity employer and encourages applications from all qualified persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents This position is dependent upon budgetary approval

INFORMATION TECHNOLOGY

THE UNIVERSITY OF WATERLOO — The Department of Management Sciences in the Faculty of Engineering invites applications for two tenure-track faculty positions at the Assistant or Associate Professor level in the area of Information Systems and Technology. We are seeking individuals with a PhD who are capable of teaching, research and graduate student supervision with a technical focus in areas such as decision support systems, telecommunications management, electronic commerce, information retrieval, software engineering, human computer interaction or database management. Strong preference will be given to applicants whose research area is of particular relevance within an Engineering Faculty. A background in computer science, electrical engineering, operations research, decision theory or information science is a strong advantage A complete description of the Department of Management Sciences can be found at the department web site http://www.mansci.uwaterloo.ca/index.shtml. All qualified candidates are encouraged to apply, however, Canadians and Permanent Residents will be given priority The University encourages applicatrons from women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Salary will be competitive and commensurate with qualifications and experience. Please send, by December 15, 2002, a detailed Curriculum Vitae (mduding a summary of research and teaching interests), a description of courses taken at the doctoral level, one or more unpublished or published research papers (if available), and names and addresses of at least three references to: Professor Elizabeth Jewkes, Chair, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1 (e-mail: emjewkes@engmail.uwaterloo.ca).

YORK UNIVERSITY (Glendon College) — Glendon College, the bilmgual liberal arts faculty of York University, invites applications for one tenure-track position at the rank of Assistant or Associate Professor in the Information Technology program, housed in the Computer Science Department. This position is subject to budgetary approval by the University. Information Technology at York is a pan-university, multidisciplinary program which combines applied computer science with studies across a broad range of the liberal arts. Candidates must be bilingual in French and English and hold a PhD in Information Technology, Computer Science or a related discipline; those whose PhD is not in computer science must have a solid foundation in computer science or information technology All applicants must have a demonstrated capacity for linking computer technology with one or more areas of the liberal arts. All fields are open, but we particularly encourage applicants in one or more of the following fields: operating systems, networking and communication, information management in organizations, and systems development. Preference will be given to candidates with proven teaching experience, publications, and research related to information technology. Applicants at the associate professor level must have a substantial research record, and may be asked to play a significant role in departmental planning and administration. Candidates will be expected to teach and do research in both French and English. Duties will include teaching at the undergraduate level with some possibility of graduate teaching, research, and administrative responsibilities. Salary is in accordance with the collective agreement and experience. Applications including curnculum vitae should be sent to Dr. J. R. Savary, Chair, Computer Science Department, Glendon College, 2275 Bayview Avenue, Toronto, Ontario M4N 3M6 Date of appointment: July 1, 2003 Candidates should also arrange for three letters of reference to be sent directly to the Chair of the Department. At least one of the references should address teaching. A review of applications will begin November 15, 2002 and continue until the position is filled. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Computer Science Department and the Information Technology Program welcome applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position

YORK UNIVERSITY — The School of Analytic Studies and Information Technology (SASIT) invites applications for two faculty positions in the ITEC Program. One position will be a tenure stream position at the assistant professor level. One position will be a one-year contractually limited appointment at the assistant professor or lecturer level. York's ITEC program is a university-wide initiative in information technology. It consists of a set of degree offerings that combine information technology with fields such as administrative studies, health informatics, professional writing and social issues. More information on the programs can be found at http://www.yorku.ca/sasit/itec. Applicants should have a PhD and a strong record of teaching and research related to information technology. Research interests in one or more of the following areas are especially encouraged: systems analysis and design; software systems; information management; networking and communications; databases; e-commerce technologies. Preference will be given to applicants who will be able to contribute to the future graduate program in Internet Information Systems. A letter of application, a curnculum vitae, and three confidential letters of recommendation should reach the Coordinator by November 30, 2002 or until filled Dr. R. Campeanu, ITEC Search Coordinator, School of Analytical Studies and Information Technology, 527 Atkinson, email: rcampeanu@yorku.ca, phone 416 736.5232, fax 416.736 5188 At least one letter should address teaching. For all positions the letter of application should have appended a curnculum vitae, the names of three referees, and indicate whether the application is for the tenure stream or contractually limited appointment.

INTERNATIONAL DEVELOPMENT STUDIES

TRENT UNIVERSITY — The International Development Studies Program invites applications for a tenure-track position at the Assistant Professor level commencing July 1, 2003. A well-established development studies program, IDS at Trent is interdisciplinary and innovative in its approach. We seek a critical social scientist with the ability to teach theories and methods of development studies. The successful candidate will be required to teach in undergraduate core courses as well as in specialised upper-year seminars. Area of specialisation is open as is area of geographic interest, but we especially encourage applications from those with expertise in Latin America and the Caribbean or West Asia. This position is subject to budgetary approval Applicants must have a PhD in hand or provide evidence that they are near completion Applications should include, in hard copy, only the following: a covering letter, a statement of research interests, curnculum vitae, and the names and contact details of three referees. Deadline for applications is December 2, 2002. Please send applications to the attention of Jacqueline Solloway, International Development Studies, Trent University, Peterborough, Ontario, K9J 7B8 Canada. Trent University is committed to equality of employment for women, abonginal peoples, visible minorities and persons with disabilities Persons from these groups are encouraged to apply. For further information on the IDS Program, please visit our website: www.trentu.ca/ids. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority

ITALIAN STUDIES

McGILL UNIVERSITY — The Department of Italian Studies, McGill University, invites applications for a tenure-track appointment in Contemporary Italian Studies at the senior Assistant level, to teach contemporary Italian literature in comparative and/or interdisciplinary perspective, Italian cinema (undergraduate), literary theory (graduate). PhD in Italian with an interdisciplinary orientation or PhD in Comparative Literature with strong background in Italian preferred The successful candidate will be expected to supervise graduate students, create and maintain links with other departments and institute or participate in collaborative research. Native or near-native fluency, evidence of strong teaching and of publication required. French an asset. Applications must contain a curnculum vitae, statements of the applicant's research agenda and teaching philosophy, and three confidential letters of recommendation sent under separate cover by the candidate's referees at the candidate's request. All qualified persons are encouraged to apply, however, in accordance with Canadian immigration requirements, priority will be given to citizens and permanent residents of Canada Address applications to Prof. L Kroha, Chair, Department of Italian Studies, McGill University, 688 Sherbrooke St. West, Suite 425, Montreal, Canada H3A 2M7. Deadline: November 1, 2002.

Western

The University of Western Ontario

Director, School of Nursing Faculty of Health Sciences

Applications or nominations are invited for the position of Director, School of Nursing, Faculty of Health Sciences. The selected candidate will hold the rank of Professor with tenure and will assume an outstanding opportunity to exercise creative leadership in teaching, research and administration in building on new directions and activities within the School. Commitment to quality undergraduate and graduate education, a strong research record, excellent interpersonal and team-building skills and the ability to enthusiastically promote a positive image of Nursing are essential.

Located in picturesque London Ontario, a major academic health sciences centre, the UWO School of Nursing is a well-established and renowned leader in nursing education and scholarship, which currently enrols some 350 undergraduate and 45 graduate students. At the undergraduate level, the School offers a 4-year Bachelor of Science in Nursing (BScN), a two-year BScN program for registered nurses, an innovative collaborative BScN program recently mounted to facilitate degree preparation for entry into the profession, and a post-BScN Primary Care Nurse Practitioner Certificate Program, the latter through a 10-university consortium. All students have the opportunity to practice in primary, secondary and tertiary care across a variety of practice contexts including long-term care, acute care and community settings. Western's BScN graduates consistently place in the top rank on the Registered Nurses' examinations. With an undergraduate curriculum that emphasizes caring and health promotion and new opportunities for interdisciplinary education in primary health care, faculty are well-positioned to pursue the development of innovative models of education, research and practice that will advance the development of future practitioners and leaders in Nursing.

At the graduate level, recently accredited MScN and newly approved PhD programs are structured to foster high standards of scholarship within an environment that promotes regular interaction and mentoring. Within the context of established, well-funded program of research, faculty and students actively engage in building knowledge in 3 fields of study (Nursing Education, Nursing Administration and Health Services Delivery, and Health Promotion). The Nursing Research Unit (NRU) provides key support services and facilities to both graduate students and faculty. The first PhD candidates will be admitted in September 2002, providing faculty and their Director an exciting opportunity to build the discipline's capacity for scholarship in these fields, while addressing an important, unique market niche.

An appointment period up to five-years will afford the successful candidate both the time and the flexibility required to make his or her mark as an academic leader. The effective date of the appointment is July 1, 2003. Nominations and applications (including names of three references) should be sent to:

Dr. Angelo Belcastro, Dean
Faculty of Health Sciences
Room H125, Health Sciences Addition
The University of Western Ontario
London, Ontario N6A 5C1

http://www.uwo.ca/fhs/

The deadline for receipt of applications is **December 1, 2002**. Please quote number HS 014 on all correspondence.

Positions are subject to budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

VICE-RECTEUR OU VICE-RECTRICE À L'ENSEIGNEMENT ET À LA RECHERCHE (AFFAIRES FRANCOPHONES)

Université Laurentienne

Laurentian University / Université Laurentienne

L'Université Laurentienne sollicite des candidatures ou des propositions de candidatures pour le poste de Vice-recteur ou Vice-rectrice à l'enseignement et à la recherche (Affaires francophones).

L'Université Laurentienne a pour mission de répondre aux besoins du Nord-Ontario et de ses populations francophones, anglophones et autochtones, et se propose d'étendre le recrutement dans d'autres régions du Canada. De nouvelles initiatives, comme le partenariat avec l'Université Lakehead qui vise à mettre sur pied une formation médicale axée sur l'exercice dans les régions rurales et éloignées, aideront à façonner son avenir. D'autres renseignements se trouvent à www.laurentienne.ca.

Relevant directement de la rectrice, la personne choisie travaillera en étroite collaboration avec le Vice-recteur à l'enseignement et à la recherche (Affaires anglophones) pour diriger l'enseignement et la recherche à une époque où l'Université lance des programmes innovateurs, s'engage dans de nouvelles initiatives relatives à la population étudiante, et se distingue par d'importantes activités de recherche et réalisations scientifiques.

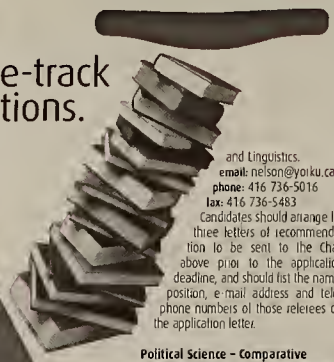
Parfaitement bilingue, la personne retenue possèdera un solide dossier d'enseignement, de recherche et d'administration. D'excellentes compétences en relations interpersonnelles et en communication ainsi que la capacité démontrée de favoriser l'innovation et la collaboration sont essentielles.

L'Université Laurentienne souscrit au principe de l'équité en matière d'emploi, favorise la diversité au travail et fait appel à toutes les personnes dûment qualifiées, y compris les femmes, les Autochtones, les membres des minorités visibles et les personnes ayant des handicaps. Toutes les personnes qualifiées sont invitées à poser leur candidature mais les Canadiens et résidents permanents auront priorité.

Si vous désirez obtenir d'autres renseignements sur cette occasion spéciale, veuillez communiquer avec Libby Dybikowski, Lynn Penrod ou Maureen Geldart au (604) 913-7768. Les personnes intéressées sont priées d'envoyer, en toute confidentialité, leur curriculum vitae, une lettre d'accompagnement, ainsi que le nom de trois répondants à Provence Consulting, #202-1555 Marine Drive, West Vancouver, BC V7V 1H9. (604) 913-8356 (télécopieur) search@provenceconsulting.com.
Soumission de candidatures en ligne : www.provenceconsulting.com
Nous communiquerons avec toutes les personnes qui manifesteront leur intérêt pour ce poste.

Provence consulting inc.

Tenure-track positions.



York University is continuing its multi-year initiative to appoint tenure-stream faculty members who will be of the highest calibre and who will enhance our international academic and research programmes and further the University's commitment to excellence through diversity. York is located in Toronto, Canada's knowledge, trade, and financial centre, and its gateway to the global community.

The **Faculty of Arts** at York University invites applications for full-time tenure-track positions at the rank of Assistant Professor and one at the rank of Full Professor in the following departments/divisions, subject to final budgetary approval. Send a letter of application, current CV, and supporting materials as requested to the appropriate Chair as indicated below. The various deadline dates for receipt of applications are noted below. The anticipated starting date for all positions is July 1, 2003.

Economics – Microeconomics (Full Professor)
The Department of Economics invites applications for a tenured position at the **full professor** level. While outstanding candidates in any field may apply, we are particularly interested in candidates whose field is microeconomics. Candidates must be recognized scholars with a distinguished research and publication record and an ability to attract research grants. Candidates should also have an excellent record in departmental leadership, graduate teaching and supervision.
A letter of application, curriculum vitae, three confidential letters of recommendation and recent research papers should reach the Chair by **15 November 2002**: Professor Elie Appelbaum, Chair, Department of Economics.
email: elie@dept.econ.yorku.ca
phone: 416 736-5083 **fax:** 416 736-5987

Economics – (2) Microeconomics; Labour Economics; Industrial Organization; International Trade; Public Finance
Applications are invited for two tenure-track positions at the assistant professor level. While outstanding candidates in any field may apply, we are particularly interested in candidates who do empirical work in the above areas. Candidates should have a PhD in economics (or expected in 2003) and show potential of becoming excellent teachers and nationally/internationally recognized scholars.
A letter of application, curriculum vitae, three confidential letters of recommendation and recent research papers should reach the Chair by **1 December 2002**: Professor Elie Appelbaum, Chair, Department of Economics.
email: elie@dept.econ.yorku.ca
phone: 416 736-5083 **fax:** 416 736-5987

English – Twentieth-Century Drama (Assistant Professor)
The successful candidate will have demonstrable expertise in Twentieth-Century British and/or American Drama, and significant university teaching experience. We especially encourage candidates with practical theatrical experience and an engagement with sociological approaches to the study of drama.
Qualifications include a PhD in Drama or in English Literature with specialization in Drama, and demonstrable excellence in both teaching and research. It is expected that the successful candidate will undertake immediately large-lecture undergraduate introductory or twentieth-century drama survey courses and, either immediately or very soon contribute to the graduate programme.
A letter of application, curriculum vitae, three confidential letters of recommendation and a sample of the applicant's written work (no longer that 25pp.) should reach the Chair by **11 November 2002**: Professor Kim Ian Michasiw, Chair, Department of English (Arts).
email: michasiw@yorku.ca
phone: 416 736-5166 **fax:** 416 736-5412

English – Professional Writing/Rhetoric (Assistant Professor)
The successful candidate will have demonstrable pedagogical and scholarly commitment to the work of writing at the twilight [illegible] 3-5 years of teaching experience at the university or college level and be prepared immediately to be a key contributor to York's new joint programme in Professional Writing (with Seneca College). Expertise in some genre of contemporary non-fictional prose a considerable asset. We especially encourage applicants with extra-academic experience in such areas as publishing, editing, journalism, public relations.
Qualifications include a PhD in English Literature or Rhetoric and demonstrable excellence in both teaching and research. It is expected that the successful candidate will undertake immediately a large-lecture second-year core course in our Professional Writing programme and, either immediately or very soon, contribute to the graduate programme in English Literature.
A letter of application, curriculum vitae, three confidential letters of recommendation and a sample of the applicant's written work (no longer that 25pp.) should reach the Chair by **11 November 2002**: Professor Kim Ian Michasiw, Chair, Department of English (Arts)
email: michasiw@yorku.ca
phone: 416 736-5166 **fax:** 416 736-5412

Geography – Cultural (Assistant Professor)
Applicants who have an interest in research and teaching in post-colonial cultural geography and who have an international (non-Canadian) research focus will be considered. Skill in the application of qualitative research methods would be an advantage. A PhD is required at the time of appointment. We seek an individual who will develop a vigorous research programme and who is committed to high quality undergraduate and graduate education. Applicants must be able to make an immediate contribution to the graduate programme. Experience supervising graduate students is an asset. Additional information on the Department can be obtained at **www.yorku.ca/dept/geograph**.
A letter of application, curriculum vitae, a statement of research interests, selected publications and three confidential letters of recommendation should reach the Chair by **1 December 2002**: Professor D.B. Fieeman, Chair, Department of Geography.
email: dfieeman@yorku.ca
phone: 416 736-5107 **fax:** 416 736-5988

History – African History (Assistant Professor)
Research specialization in one or more of the following is preferred: African diaspora; social identities and interactions, labour, migration and the state; the African role in the South Atlantic.
Required qualifications include a completed PhD in History or equivalent and an ongoing program of research in the area of specialization. Candidates should show promise of excellence in teaching and in research and have a strong record of scholarly publication. The candidate should be suitable for prompt appointment to the Graduate Program in History. The appointment is part of an initiative to create a research centre on the history of the African diaspora, which is associated with the Canada Research Chair on African Diaspora History.
A letter of application, curriculum vitae, teaching dossier and three confidential letters of recommendation should reach the Chair by **15 October 2002**: Professor Marlene Shore, Chair, Department of History.
email: mshore@yorku.ca
phone: 416 736-5123 **fax:** 416 736-5836

Languages, Literatures and Linguistics – Japanese Language and Culture (Assistant Professor)
A PhD in a field relevant to Japanese studies is required. Candidates who will complete the PhD degree in the near future are invited to apply, but if they are hired, the [illegible] appointment will be at the level of Lecturer until the degree is granted. The position will have primary emphasis on teaching Japanese language and culture, therefore experience teaching courses in Japanese language and culture at the university level is required. Experience teaching modern and classical Japanese literature is desirable. Familiarity and experience with Technology Enhanced Learning (TEL) is also desirable. Ability to teach translation skills would be an asset.
The person appointed will have the background and qualifications to pursue an active programme of research in his/her areas of expertise, demonstrated by a record of publications and conference presentations. Publications in the areas of Japanese language, culture, or literature will be considered. Native or near-native fluency in Japanese and English is expected.
Candidates should submit representative publications and/or teaching materials when applying. A letter of application, a curriculum vitae, a statement of research and teaching interests, and teaching evaluations should reach the Chair by **30 November 2002**: Professor Nicholas Elson, Chair, Department of Languages, Literatures and Linguistics.
email: nelson@yorku.ca
phone: 416 736-5016 **fax:** 416 736-5483
Candidates should arrange for three letters of recommendation to be sent to the Chair above prior to the application deadline, and should list the name, position, e-mail address and telephone numbers of those referees on the application letter.

Languages, Literatures and Linguistics – Linguistics (Assistant Professor)
Qualifications: PhD, strong research record, publications and demonstrable teaching ability. The successful candidate's primary area of specialization will be in the area of quantitative sociolinguistics and language variation and change. As well, the candidate will have a secondary specialization in phonology or syntax. In addition to teaching responsibilities at the undergraduate level, the successful applicant will be expected to teach in our graduate programme in Theoretical and Applied Linguistics.
Candidates should submit representative publications and/or teaching materials when applying. A letter of application, a curriculum vitae, a statement of research and teaching interests, and teaching evaluations should reach the Chair by **1 November 2002**: Professor Nicholas Elson, Chair, Department of Languages, Literatures and Linguistics.
email: nelson@yorku.ca
phone: 416 736-5016
fax: 416 736-5483
Candidates should arrange for three letters of recommendation to be sent to the Chair above prior to the application deadline, and should list the name, position, e-mail address and telephone numbers of those referees on the application letter.

Political Science – Comparative Political Economy (Assistant Professor)
Candidates are expected to demonstrate the promise of excellence in both scholarship and teaching at the undergraduate and graduate levels. Excellence in teaching should include an ability to respond pedagogically to York's diverse student body. The successful candidate will have a completed PhD.
Applicants should submit a curriculum vitae, appropriate samples of their scholarship and teaching evaluations, and arrange to have three confidential letters of reference sent to the Chair by **31 October 2002**: Professor Isabella Bakker, Chair, Department of Political Science.
email: ibakker@yorku.ca
phone: 416 736-5265 **fax:** 416 736-5686

Psychology – Clinical/Health (Assistant Professor)
The position offered is in the health psychology specialization in clinical psychology. The Department of Psychology is a large, active and diverse one that offers doctoral programs in a number of areas. The program in clinical psychology subscribes to the scientist-practitioner model of clinical training and is accredited by both the Canadian Psychological Association and the American Psychological Association. Applicants for this position must have a PhD in clinical psychology with a specialized background in health psychology and skills in cognitive-behaviour therapy. They should have a promising program of scholarship focused on the role of psychosocial factors in the etiology of various physical disorders. Applicants must be eligible for registration as psychologists in the province of Ontario. The successful candidate will be expected to teach both undergraduate and graduate courses and to engage in the clinical supervision of graduate students. Competence in the teaching and supervision of qualitative research will be an asset.
Inquiries and applications with curriculum vitae, three letters of reference, and relevant reprints should be directed to Professor Fredric Weizmann, Chair, Department of Psychology.
e-mail: weizmann@yorku.ca
phone: 416 736-5116 **fax:** 416 736-5814
Review of applications will begin **November 15, 2002** and continue until the position is filled.

Social Science – Criminology (Assistant Professor)
The Division of Social Science is mandated to provide undergraduate general education, as well as housing numerous specialized interdisciplinary programs. The Division of Social Science, in close collaboration with the Department of Sociology and the Law and Society Program, has established a new Criminology interdisciplinary undergraduate program, slated to begin accepting students for an honours degree in 2003.
Areas of specialization are open. The successful candidate will hold a PhD or equivalent, and will show promise of excellence in research and publication in the field of criminology. He or she must be willing to assume a leadership role in the implementation of the new Criminology program and demonstrate a strong commitment to undergraduate teaching within an interdisciplinary context. In addition to upper-level courses in his or her area of specialization, the candidate must be prepared to teach an introductory course in criminology and required courses in theories of criminology or criminal law and procedures. In addition, the successful candidate will be expected to teach in a Graduate Program at York University.
A curriculum vitae, a statement of research and teaching interests, samples of publication, and three confidential letters of recommendation should reach the Chair by **15 November 2002**: Professor Mary-Louise Craven, Chair, Division of Social Science.
email: mlc@yorku.ca
phone: 416 736-5056 **fax:** 416 736-5574

Sociology – Quantitative Methods (Assistant Professor)
Applications for a tenure-stream appointment are invited from persons with a specialization in quantitative sociology. Preference will be given to candidates with a program of substantive research in areas such as health, inequality, education, or the life course. The candidate should have a continuing commitment to quantitative social research and to teaching quantitative methods at the graduate level. Candidates should have a completed doctorate (by September 2003), a record of sociological scholarship and demonstrated commitment to teaching. The Department of Sociology has extended the Affirmative Action provisions stated at the bottom of this ad to include applications from lesbian, gay, bisexual and transgendered people.
A curriculum vitae, a statement of research and teaching interests, samples of publication, and three confidential letters of recommendation should reach the Chair by **11 November 2002**: Professor Alan Simmons, Chair, Department of Sociology.
email: asimmons@yorku.ca
phone: 416 736-5015 **fax:** 416 736-5730

York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The above departments/divisions welcome applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acad-jobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for these positions.

Faculty of Arts, York University
4700 Keele Street
Toronto, Ontario
Canada M3J 1P3

YORK UNIVERSITE UNIVERSITY
redefine THE POSSIBLE.

UNIVERSITY OF CALGARY

Strategy and General Management

The **Haskayne School of Business** is seeking qualified candidates with a PhD, or almost completed by the position start date, to fill a tenure-track position at the assistant or associate professor level in the Strategy and General Management Area, with a focus on international business. Preference will be given to candidates with research and teaching interests in international strategic management. The successful candidate will be expected to establish or continue a strong research program, to supervise graduate students in their thesis research, and to teach at both the undergraduate and graduate levels. Applications from both emerging and established scholars are welcome. Anticipated starting date is July 1, 2003.

The Haskayne School of Business at the University of Calgary is a progressive and innovative business school with an international reputation for influencing the practice of management and leadership through quality teaching and research. With more than 2,500 full- and part-time students currently enrolled in bachelor's, master's and PhD programs, the business school boasts more than 13,000 alumni in 50 countries around the globe. An AACSB International accredited institution, and recognized by the *Financial Times* as a Top-100 business school, the Haskayne School of Business expects excellence in both research and teaching that is reflected in our balanced teaching loads and research support provided.

With a population close to one million, Calgary is one of Canada's largest head-office cities and enjoys a vibrant economic climate based on energy, high-tech, financial services, and tourism. This business environment provides a variety of opportunities for scholars. Situated in the foothills of the Canadian Rocky Mountains, the city offers excellent recreational opportunities year-round.

Interested individuals are asked to submit their curriculum vitae and three letters of reference to:
Alain Verbeke, PhD, McCalg Chair in Management, Haskayne School of Business, at the address below;
Telephone: 403-220-8803 or 403-220-8633; Fax: 403-282-0095; E-mail: averbeke@ucalgary.ca

All applications received before **November 15, 2002** will receive full consideration.
This position will remain open until filled.

Structural Geology

The **Department of Geology and Geophysics** invites applications for a full-time tenure track position in Structural Geology at the rank of assistant or associate professor (commensurate with experience). This position will begin July 1, 2003. Applicants must have a PhD degree in Structural Geology or a closely related field and be enthusiastic about contributing to teaching, research and university service.

The successful candidate will have expertise in structural geology, field mapping and regional tectonics. Duties will include teaching undergraduate courses in structural geology; engineering geology; field mapping in sedimentary, igneous and metamorphic terrains; and graduate level courses in the areas of expertise. Supervision of graduate students and development of an independent research program that complements existing departmental strengths in petrology, crustal geophysics and the evolution of foreland fold and thrust belts, are also expected. Further information about the Department is available at http://www.geo.ucalgary.ca.

The closing date for applications is **December 15, 2002**. Applicants should submit a curriculum vitae, list of publications, statement of research interests and teaching philosophy, and the names, mailing addresses and e-mail addresses of at least three referees to: **Dr. L.R. Lines**, Head, Department of Geology and Geophysics, at the address below. E-mail: lrlines@ucalgary.ca; Fax: 403-284-0074

Education

Secondary School Science Education

The **Faculty of Education** is seeking applicants in the area of Secondary School Science Education at the assistant professor rank, with an anticipated start date of July 1, 2003.

We have moved from a traditional teacher preparation program to one which is inquiry-based and field-oriented, and which intimately integrates theory and practice. We are preparing a new generation of teachers who welcome diversity, work closely with parents, and who see a classroom setting as an opportunity to constantly improve educational practice and theory. Further information on the Faculty of Education and its programs is available online at http://www.educ.ucalgary.ca/

The successful applicant will assume teaching and supervision responsibilities both in teacher preparation and in graduate programs leading to MEd, MA, MSc, PhD, and EdD degrees, as well as conducting a program of personal research. Preferred qualifications include a completed PhD or equivalent in Science Education, interest and capability in general curriculum studies, a rich knowledge of schools, change skills, classroom teaching experience, research skills, and a strong ability to work effectively in interdisciplinary teams with colleagues from the university and the local educational community. Rank and salary will be commensurate with qualifications and experience.

Educational Technology

The **Faculty of Education** is seeking to fill a senior tenure-track position in Educational Technology at the rank of associate or full professor, depending upon the experience and qualifications of the successful applicant. The anticipated start date is July 1, 2003. Applicants from all subspecialties will be considered; strength in research design and quantitative methods is desirable.

Duties will include teaching in an exceptional inquiry-based teacher education program, teaching and supervision in innovative master's and doctoral programs, collaborating with professional and academic communities, and contributing to the Faculty's research agenda.

Qualifications include a completed doctorate in educational technology, evidence of successful teaching in school and university settings, a strong research and publication record, interest in flexible/distributed education, demonstrated capacity in working effectively in a collaborative culture, and a high level of comfort working in an inquiry-based learning environment.

Consideration of applications will begin **November, 2002**. Applications will be considered until both positions are filled.

Applications for both positions should include a letter of application, a current curriculum vitae, a sample of recent scholarly work, and the names and contact information for three referees and be sent to: **Dr. Annette LaGrange**, Dean, Faculty of Education, at the address below. Please note: Applications should be emailed to dclarkso@ucalgary.ca

Mechanical and Manufacturing Engineering

The **Department of Mechanical and Manufacturing Engineering** invites well-qualified national and international applicants for the following tenure-track positions commencing May 1, 2003 or soon thereafter.

One assistant/associate professor in the general fields of **applied mechanics** with expertise in areas such as continuum mechanics, computational mechanics or micromechanics, and **biomechanics** with expertise in areas such as microbiomechanics, soft tissue mechanics or cardiovascular biomechanics.

One assistant professor in **manufacturing processes**.

One assistant professor in the general field of **environmental engineering** with expertise in areas such as air pollution, environmental transport phenomena, atmospheric dynamics or dispersion modelling.

One assistant professor in **engineering design**, preferably with industry experience in implementation of the product realization processes.

All the applicants must have a PhD in Mechanical or Manufacturing Engineering or a related field. The successful candidates will be expected to establish a strong research program in their fields, to supervise graduate students and to attract external funding to support research activities. The selected candidates must also have the capability to teach a range of undergraduate and graduate courses in Mechanical and Manufacturing Engineering as well as general engineering courses. The candidates will be expected to establish collaborative research programs.

The Department currently has 29 full-time faculty; offers BSc, MSc, MEng, and PhD degrees in both Mechanical and Manufacturing Engineering; and has about 450 undergraduate students and over 100 graduate students. The Department is committed to excellence in research and education. Innovative research programs are well established in Advanced Manufacturing and Design; Applied Mechanics; Biomechanics; Energy and Thermo-Fluids; Materials; and MEMS/Mechatronics, Automation, Robotics and Controls. Detailed information is available on our Web site at: www.eng.ucalgary.ca/mechanical.

The University of Calgary is a public institution with a full-time student population of about 25,000. The City of Calgary has a population close to one million and is the Canadian capital of the energy industry. Calgary, home to the 1988 Winter Olympic Games, is one of the fastest growing high-tech industry based cities in Canada. It is situated within an hour's drive of Banff National Park, one of the most beautiful areas of the Rocky Mountains.

A complete curriculum vitae with three names of referees should be submitted by **November 30, 2002** to:
Dr. P. Gu, Professor and Head, Department of Mechanical and Manufacturing Engineering, at the address below.

Biomedical Engineering

The **Department of Chemical and Petroleum Engineering** invites applicants for the position of assistant professor (limited-term, seven years) in BioMedical Engineering with a target starting date of January 1, 2003 that is negotiable. Candidates must have earned their PhD Degree in Chemical or BioMedical Engineering or other related engineering disciplines by the time of taking the position and be eligible for registration in the Alberta professional engineers' association, APEGGA. Funding for the seven-year term of this position will arise from the Canada Research Chair in BioMedical Engineering held by Dr. L.A. Behie (Web site: http://www.eng.ucalgary.ca/resrch_chem/Chem_Behie.htm). The successful candidate will be expected to work closely with the Chair and to contribute towards its goals.

The preferred candidate should have excellent communication skills, in addition to the ability and enthusiasm to teach undergraduate and graduate courses in Chemical and/or BioMedical Engineering (1/2 teaching load). Most important, the candidate must have the ability to conduct leading-edge research in the animal cell biotechnology field. Considerable experience should have been gained in a tissue culture type of laboratory in which cells are grown for therapeutic usage and/or recombinant proteins are produced from genetically engineered cells. Also, the applicant must be very experienced in the scale-up of mammalian (including human) cell cultures from T-flasks to large bioreactors.

Salary will be commensurate with experience. Interested individuals should send a curriculum vitae including attested copies of all degree transcripts, a statement of teaching and research interests, and the names and complete addresses (including fax and e-mail) of three referees to **Professor R.G. Moore**, Head, Department of Chemical and Petroleum Engineering, at the address below. The deadline for the receipt of applications is **November 1, 2002**.

Invertebrate Zoology

The **Division of Zoology in the Department of Biological Sciences** invites applications for a three-year, limited-term position at the assistant professor level effective July 1, 2003. We are seeking an outstanding candidate with a strong track record and background in broadly based organismic zoology with emphasis on systematics and functional morphology of invertebrate taxa, and who possesses a demonstrated ability to conduct meaningful and integrative investigations in both classical and molecular systematic arenas. The successful applicant will be expected to complement current members of the Division of Zoology in teaching and research, and will pursue an independent research program. The appointee will teach at both the graduate and undergraduate levels, focusing on invertebrate biology, systematics, and other areas including evolution and organismic zoology.

Members of the Division of Zoology maintain active research programs in a wide variety of areas (visit www.bio.ucalgary.ca/zoology/index.html), including vertebrate and invertebrate evolution, functional morphology and systematics, molecular comparative endocrinology, comparative respiratory, cardiovascular and muscle physiology, pathophysiology and biotechnology. There are also opportunities to interact and establish collaborative research with other investigators in the Department of Biological Sciences. Excellent research facilities also exist at the Kananaskis Field Station and the Bamfield Marine Sciences Centre, which are owned by the University and in partnership with other Western Canadian Universities (see "Affiliations" in Web site above).

Calgary is a dynamic city with a population close to one million, a lively cultural life and many recreational opportunities. It is located only one hour from the Rocky Mountains and 80 minutes from Banff.

Applications should include a curriculum vitae (including e-mail address), a concise outline of research plans and goals, copies of up to five relevant publications, and a statement of teaching interests and philosophy. Candidates should arrange to have three letters of reference sent under separate cover. The deadline for receipt of a complete application package is **November 15, 2002**. Send to: **Dr. David M. Reid**, Head, Department of Biological Sciences, at the address below. Email dmreid@ucalgary.ca; Phone: 403-220-5260; Fax: 403-289-9311.

Computer Science

The **Computer Science Department**, Faculty of Science is continuing a large expansion and seeks outstanding candidates for tenure-track/tenured positions at the assistant, associate, and full professor levels.

We are interested in candidates in all areas of Computer Science and outstanding candidates from any area will be seriously considered. Applicants from software engineering, distributed systems, operating systems, cryptography, and human-computer interactions are of particular interest during this hiring round. Applicants must possess a doctorate in Computer Science or a related discipline, and have a strong research record. They must be enthusiastic about contributing to both research and teaching.

The Department is committed to excellent research and teaching. It has an expanding graduate program and extensive state-of-the-art computing facilities. Further information about the Department is available at http://www.cpsc.ucalgary.ca.

Interested applicants should send a curriculum vitae, a concise description of their research program, and the names and e-mail addresses of three references to: **Dr. K. Barker**, Head Department of Computer Science at the address below. E-mail to: search@cpsc.ucalgary.ca

To expedite the handling of applications, candidates should ask those named as references to send supporting letters to the same address. Applications will be considered as they are received and the search will be continued until all available positions are filled.

University of Calgary, 2500 University Dr. N.W., Calgary, AB, Canada T2N 1N4

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Calgary respects, appreciates and encourages diversity.

To see all University of Calgary academic positions, please visit www.ucalgary.ca/hr/career

www.ucalgary.ca

JAPANESE APPLIED LINGUISTICS

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Asian Studies is accepting applications for a full-time, tenure-track Assistant Professor of Japanese Applied Linguistics, duties to commence on July 1, 2003. Duties include: a) coordinating one of the largest, most dynamic JFL programmes in North America; and b) teaching graduate and undergraduate courses in the area of the candidate's expertise. Candidates should hold a doctorate in Japanese Applied Linguistics or a related field (ideally with an emphasis on L2/L3 acquisition), and demonstrate native or near-native proficiency in Japanese. Experience teaching JFL and/or coordinating a JFL programme is highly desirable, as is competence in another East Asian language. Salary commensurate with experience. Tenure and promotion will be tied to success in the function of coordinator, research, teaching and service. Send application letter, curriculum vitae, and names and addresses (with e-mail) of at least four referees to: Dr. Joshua Mostow, Head, Department of Asian Studies, University of British Columbia, Vancouver, BC Canada V6T 1Z2 or fax to 604-822-8937. Deadline for receipt of applications is December 1, 2002. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply, however, Canadians and permanent residents of Canada will be given priority.

JOURNALISM

CONCORDIA UNIVERSITY — The Faculty of Arts & Science has one tenure-track position available in Computer-Assisted Journalism. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm

KINESIOLOGY

THE UNIVERSITY OF LETHBRIDGE — The Department of Kinesiology and Physical Education invites applications for a probationary (tenure-track) position at the rank of Assistant Professor to begin 1 July 2003, subject to budgetary approval. An earlier start date may be possible. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. A PhD (or near completion) is required in Exercise Physiology. The successful applicant will be expected to develop a continuing research program, to seek external research funding, and to teach Human Physiology, Exercise Physiology, and additional courses in areas of expertise such as Sport and Exercise Nutrition, Research Methods, and aspects of physical activity and wellness across the lifespan. Expertise in computer technology and computer assisted learning is an asset. The Department focuses on the study of wellness and lifelong physical activity involvement of all individuals at all levels of participation, and offers majors in programs leading to B.A. or B.Sc. in Kinesiology and B.Sc. in Exercise Science. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. New Faculty are eligible for university funding in support of research and scholarly activities. The University is an equal opportunity employer and offers a non-smoking environment. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrollment of approximately 7,000 students. Our focus on liberal education, selected professional programs, smaller classes, co-op placements and involvement of students in faculty research provides the very best education available. For more information about the University please visit our web site at www.uleth.ca. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and publications/reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Dr. Dayna Daniels, Chair, Department of Kinesiology and Physical Education, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4, Telephone (403) 329-2680. The closing date for applications is November 15, 2002.

LANGUAGES & LITERATURES

WILFRID LAURIER UNIVERSITY — The Department of Languages and Literatures invites applications for a full-time tenure track position at the rank of Assistant Professor, effective July 1, 2003, subject to budgetary approval. A PhD in French is required with specialization in the areas of 20th century literature, literary theory and culture of France. Experience in teaching French as a second language, excellent knowledge of French Culture, as well as the language at all levels using Information Technology, will be an asset. Applications, with a CV, a Teaching Dossier and three letters of reference should be sent by January 15, 2003 to: Dr. Ika Ashcroft, Chair, Department of Languages & Literatures, Wilfrid Laurier University, 75 University Avenue, West, Waterloo, Ontario, N2L 3C5. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

LAW

THE UNIVERSITY OF BRITISH COLUMBIA — The Faculty of Law invites applications for a full time tenure-track appointment in the area of Law and Social Justice, commencing **July 1, 2003**. The successful candidate will have a track record as an excellent researcher and teacher, a strong scholarly record in the Law and Social Justice area, and the ability to play a leadership role in continuing to develop the Faculty's research and teaching strengths in that area. The Faculty's understanding of Law and Social Justice is a broad one and includes poverty law, social welfare law, the ways in which gender, class, race, disability and other factors related to social disadvantage interact with law, government policy-making in relation to social justice issues, the ways in which institutions and process norms create barriers to social justice, and the international and national dimensions of these issues. The position will be filled at a rank and salary commensurate with the successful candidate's qualifications, and is subject to budgetary approval. The Faculty of Law at UBC offers a rich and varied program of instruction in all areas of legal studies to a large and diverse group of law students at both the undergraduate and graduate levels. Our faculty members are committed to encouraging students to develop creative and effective approaches to legal analysis and problem-solving. Our faculty members are also excellent researchers, contributing to the Faculty's nationally and internationally acclaimed record of research and scholarship. Accordingly, the successful candidate will be an outstanding teacher and scholar who demonstrates a commitment to contributing to excellence in teaching and research at one of Canada's premier law schools. Applications identifying teaching and research interests, and curricula vitae, together with the names and contact information of three referees, should be forwarded no later than October 31, 2002 to: Professor Robin Elliot, Faculty of Law, University of British Columbia, 1822 East Mall, Vancouver B.C. Canada V6T 1Z1, Fax: (604) 822-8108, Tel: (604) 822-4232, e-mail: elliot@law.ubc.ca

THE UNIVERSITY BRITISH COLUMBIA — The Faculty of Law invites applications for two full time tenure-track appointments, commencing July 1, 2003. The appointments will likely be made at the Assistant Professor level, and are subject to budgetary approval. We invite applications from outstanding candidates with expertise in any area of the law. Over the next few years, the Faculty will have needs in a number of different fields, including First Nations law, environmental law, evidence, property, corporations, municipal law/local government, land use planning, trusts, tax, and legal theory. The Faculty particularly welcomes applications who are enthusiastic about teaching in the first year program, and whose central teaching and research interests include subjects taught in first year. Salary will be commensurate with the qualifications of the candidate. UBC Law Faculty offers a rich and varied program of instruction in all areas of legal studies to a diverse group of law students. Our faculty members are committed to encouraging students to develop creative and effective approaches to legal analysis and problem-solving. Our faculty members are also excellent researchers, contributing to the Faculty's internationally acclaimed record of research and scholarship. Accordingly, the successful candidates will have an excellent academic record, excellent achievement or promise in legal teaching and research, and a commitment to contributing to excellence in teaching and research at one of Canada's premier law schools. Applications identifying teaching and research interests, and curricula vitae, together with the names and contact information of three referees, should be forwarded no later than October 31, 2002 to Professor Robin Elliot, Faculty of Law, University of British Columbia, 1822 East Mall, Vancouver B.C., Canada V6T 1Z1, Fax. (604) 822-8108, Tel: (604) 822-4232, e-mail: elliot@law.ubc.ca

LAW LIBRARY

THE UNIVERSITY OF WINDSOR invites applications for a tenure-track Reference Librarian position in the Law Library commencing as early as January 1, 2003. Subject to Budgetary Approval. For a detailed position description visit our website at: www.windsor.ca/facultypositions. Contact: Prof. Paul Murphy, Chair, Appointments Committee, Faculty of Law Library, University of Windsor, Windsor, Ontario, N9B 3P4, Tel: 519 253 3000, ext 2972, Fax. 519 973 7064, Email: murphy6@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Giakuch, Director, Faculty Recruitment at 877 685 6608 (toll free) or recruit@uwindsor.ca.

LIBERAL ARTS

CONCORDIA UNIVERSITY — The Faculty of Arts & Science has up to two tenure-track positions available for candidates to teach in its Great Books core curriculum, one with an emphasis on European Intellectual History and one with an emphasis on Comparative or English Literature. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm.

LIBERAL STUDIES

YORK UNIVERSITY — The Atkinson Faculty of Liberal and Professional Invites applications for full-time tenure track positions as well as contractually limited term positions in the following Schools. Details and deadline dates of each position are noted below. The anticipated starting date of all positions is July 1, 2003 unless specified otherwise. All appointments are subject to final budgetary approval. All of these positions can be accessed via the York University website :www.yorku.ca/acadjobs/ and click on Academic Positions

MANAGEMENT

SAINT MARY'S UNIVERSITY — Management and Psychology Applications are invited for a tenure-track appointment at the Assistant Professor level starting January 1, 2003. This is a new position that will be jointly held in the Departments of Management and Psychology. Candidates are expected to have a PhD in human resource management/organizational behaviour or industrial/organizational psychology, or to be near completion of their degree. We seek individuals with teaching and research skills in human resource management, with a strong preference for candidates with expertise in occupational health and safety. Candidates must have strong methodological/analytical skills, and evidence of potential research productivity and teaching excellence. The successful applicant will be able to teach at both the undergraduate and graduate levels, including courses in their specialty area. The successful applicant will be expected to conduct and supervise research and to contribute to Psychology's graduate program in industrial/organizational psychology and to Management's MBA and doctoral programs. Both Departments offer a joint certificate program in Human Resource Management in addition to major and honours programs. The successful applicant will have the opportunity to participate in the University's doctoral program in Management and in the newly established CN Centre for Occupational Health and Safety. Candidates should present evidence, commensurate with experience, of research excellence, scholarly productivity, and preparation for teaching and research supervision at both the graduate and undergraduate levels. Although candidates of all nationalities are encouraged to apply, Canadian/Immigration policy requires that priority consideration be given to qualified Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and people with disabilities. Saint Mary's University is located in the historic port city of Halifax, Nova Scotia, a vibrant, urban community of over 300,000 people. Halifax is a major educational centre for Atlantic Canada and is home to five universities. It is conveniently located to recreational areas and to other major urban centres in Canada and the Northeastern United States. For information about the University and both Departments please see our website at http://www.stmarys.ca. Applicants should furnish a curriculum vita, copies of reprints, a letter describing teaching and research interests, and three letters of reference (letters dated and addressed to Dr. Vic Catano, Department of Psychology, Saint Mary's University, Halifax, NS, B3H 3C3. Telephone: (902) 420-5845. Fax (902) 496-8287. Email: vic.catano@stmarys.ca. Review of applications begins immediately and will continue until the position is filled.

UNIVERSITY OF TORONTO AT SCARBOROUGH — The Division of Management at the University of Toronto at Scarborough (www.utsc.utoronto.ca/~mgmt/) is recruiting a Lecturer to teach in its accounting stream, specifically courses in management accounting, financial accounting, auditing and tax. Applicants should be familiar with the requirements of the various professional governing bodies and professional designations, including CA, CGA and CMA. Experience in teaching introductory management would also be an asset. Duties also include participating in the governance of the Division of Management, but there is no requirement to do research. Candidates should have at least a Master's degree, professional designation in CA, CGA or CMA and provide evidence of excellence in teaching. This position is initially for one year, with the possibility of renewal, beginning on July 1, 2003. Interested candidates should send a c.v., evidence of excellence in teaching, and should have three referees send letters to Professor Jason Wei, Associate Chair, Division of Management, University of Toronto at Scarborough, 1265 Military Trail, Toronto, Ontario, M1C 1A4 (weij@utsc.utoronto.ca). The deadline for applications is February 1, 2003. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University is strongly committed to diversity within its community. The University welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others whose sexual orientation or background may contribute to further diversification of ideas.

UNIVERSITY OF TORONTO AT SCARBOROUGH — The Division of Management at the University of Toronto at Scarborough (www.utsc.utoronto.ca/~mgmt/) is recruiting a Lecturer to teach organizational behaviour (macro, micro, management skills). Duties include participating in the governance of the Division of Management, but there is no requirement to do research. Candidates should have at least a Master's degree and provide evidence of excellence in teaching. The position is initially for one year, with the possibility of renewal, beginning on July 1, 2003. Interested candidates should send a c.v., evidence of excellence in teaching, and should have three referees send letters to Professor Alan Saks, c/o Division of Management, University of Toronto at Scarborough, 1265 Military Trail, Toronto, Ontario, M1C 1A4 (saks@utsc.utoronto.ca). The deadline for applications is December 1, 2002. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University is strongly committed to diversity within its community. The University welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others whose sexual orientation or background may contribute to further diversification of ideas.

UNIVERSITY OF TORONTO AT SCARBOROUGH — The Division of Management at the University of Toronto at Scarborough (www.utsc.utoronto.ca/~mgmt/) is recruiting up to two Lecturers to teach in its economics for management studies stream, specifically, courses in introductory economics, intermediate micro and macro economics, statistics, and industrial economics. Duties also include participating in the governance of the Division of Management, but there is no requirement to do research. Candidates should have a Ph.D. in economics, and provide evidence of excellence in teaching. The positions are initially for one year, with the possibility of renewal, beginning on July 1, 2003. Interested candidates should send a c.v., evidence of excellence in teaching, and should have three referees send letters to Professor Doug Hyatt, Associate Chair, Division of Management, University of Toronto at Scarborough, 1265 Military Trail, Toronto, Ontario, M1C 1A4 (doug.hyatt@utoronto.ca). The deadline for applications is January 31, 2003. The University is strongly committed to diversity within its community. The University welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others whose sexual orientation or background may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

MANAGEMENT SCIENCE

THE UNIVERSITY OF WESTERN ONTARIO — The Richard Ivey School of Business seeks candidates for a position in the management science teaching group. The management science group supports research in all applied areas of management science. Current faculty interests include: strategic management science, revenue management, health care applications, reliability and Bayesian statistics. The group has grown considerably over the last few years and supports a growing PhD Program. The School seeks candidates for a probationary (tenure track) or limited term position in the Management Science teaching group. Candidates with exceptional teaching and research records may be considered for a position as Professor or Associate Professor with tenure. This position is available as of July 2003. The successful candidate will demonstrate a strong commitment to the practice of management in both research and teaching and will have a PhD (or equivalent) in MS/OR, Statistics or a closely related field. An interest in developing courses for an executive audience is highly valued. Ability and willingness to teach the core MBA management science/statistics course (including data analysis, excel modeling and management science) is essential. The development of teaching materials for an MBA audience is highly valued. In addition to its MBA, undergraduate and doctoral programs, the School offers Executive MBA and short courses at its facilities in Mississauga, Toronto, London and Hong Kong. The opportunity to be involved in state-of-the art computing initiatives exists since UWO is one of the SHARCNET partners. More information about SHARCNET can be found at www.sharcnet.ca. The Richard Ivey School of Business is Canada's premier business school, recognized worldwide for the quality of its management education and research. The Richard Ivey School has been rated the number one business school outside the United States and among the top ten worldwide among large business schools by the Wall Street Journal. The Financial Times ranks the School as number one in Canada and number eighteen in the world for MBA education. Faculty will attend the INFORMS and QSI conferences to meet with interested applicants. The School is located in London, Ontario, a community of 340,000 equidistant from Toronto and Detroit. This position is subject to budget approval. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Submission deadline is November 30, 2002. Please send applications and requests for further information to: John Wilson, Professor, MSIS, The Richard Ivey School of Business, The University of Western Ontario, 1151 Richmond Street North, London, Ontario, Canada N6A 3K7, Tel: 519-661-3867, Fax. 519-661-3485, E-mail: jwilson@ivey.uwo.ca

MARKETING

THE UNIVERSITY OF ALBERTA School of Business invites applications for a full-time, tenure-track position at the assistant professor level in marketing. The University of Alberta is one of the leading research universities in Canada. Candidates should have a demonstrated commitment to excellence in research and teaching. The successful candidate will have an opportunity to teach both undergraduate and MBA courses. Salary is competitive with other business schools in Canada. The competition remains open until the position is filled. Applicants should have a PhD in marketing or a closely related field. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. Applications should be forwarded to Dr. Richard D. Johnson, Chair, Department of Marketing, Business Economics and Law, University of Alberta School of Business, Edmonton, Alberta T6G 2R6, Phone. (780) 492-5345; Fax. (780) 492-3325; E-Mail: rd.johnson@ualberta.ca, www.bus.ualberta.ca/mbel. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

SAINT MARY'S UNIVERSITY — The Department of Marketing invites applications for a tenure track appointment at the rank of Assistant Professor. Applicants must have a PhD completed or near completion. The Department welcomes applications in any area of marketing, although preference may be given to applicants with experience and interest in teaching at least one of retail management, marketing management, advertising management, and marketing strategy. The Frank H. Sobey Faculty of Commerce is the largest business school in Atlantic Canada, offering Bachelor of Commerce, MBA, Executive MBA and PhD programs. The Faculty operates a Business Development Centre which provides consulting services to small and medium size businesses. Although best known for the quality of its teaching, the University has a very supportive research environment and seeks candidates who are committed to both research and teaching. Applicants should send an expression of interest, resume, graduate transcripts, names and addresses of three references, and any other supporting documentation to Harold J. Ogden, Chairperson,

FACULTY OF EDUCATION

Science Education
Early Childhood Education
Physical Education

The Faculty of Education at the University of Regina is a dynamic community of educators with a commitment to excellence in undergraduate teacher education, graduate studies and scholarly research. The Faculty encourages and supports: the integration of theory and practice; cross-cultural knowledge and experience; use of instructional technologies; collaboration; balance within commitments to teaching, research, field experience involvement and program development.

Applications are invited for the following tenure track positions: Science Education, Early Childhood Education, Physical Education

Preference will be given to applicants with: teaching experience and a current teaching certificate; a completed, or nearly completed PhD or EdD; and a strong interest in teacher education.

Duties will include teaching at the undergraduate level; graduate studies teaching and thesis supervision; field experience involvement and participation in program development. The successful candidates will have an interest in, and a commitment to scholarship, and should describe their current research interests and projects as well as teaching philosophy.

Salary: Assistant Professor range $44,419–$61,951.

Applicants should send a current curriculum vitae, photocopies of transcripts and the names of three referees by November 29, 2002 to: Dean Margaret McKinnon, Faculty of Education, University of Regina, Regina, SK, S4S 0A2.

Appointments will be made subject to budgetary clearance.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Regina is committed to employment equity.

UNIVERSITY OF REGINA

Contact Information:
Carolyn Montgomery
Regina, Saskatchewan, Canada S4S 0A2
phone: (306)585.4500 fax: (306)585.5330
http://education.uregina.ca/employment

University of Saskatchewan
Canada Research Chair in MEMs/Nanotechnology

The Department of Electrical Engineering at the University of Saskatchewan invites applications for a Tier I or Tier II Canada Research Chair in MEMs/Nanotechnology. The preferred candidate will have expertise in fabrication technologies for building micro/nano devices and systems, with application to fabricating MEMs/MOEMs/NEMS devices for communications (e.g. microwave and optical), micro/nanoelectronics, biomedicine, etc. The ideal candidate will also have expertise in micro/nanofabrication techniques using synchrotron radiation (specifically X-ray lithography and/or LIGA). The Department of Electrical Engineering has excellent facilities to support research and teaching, and has close ties with industry through Telecommunication Research Laboratories (TRLabs, www.trlabs.ca) — one of Canada's leading research consortia in information and communications technology.

The appointment will be at or to rank and salary commensurate with qualifications and experience, and is subject to approval as a Canada Research Chair (www.chairs.gc.ca). The successful candidate will hold an earned PhD degree, have an impressive record of research, and have demonstrated teaching capability. The Chair is expected to take a strong leadership role in the development of an active research program and be involved in teaching and developing undergraduate and graduate courses. It is also expected that the Chair will be instrumental in supporting the establishment of a MEMs/Nanotech facility at Canada's national synchrotron facility (the Canadian Light Source, www.cls.usask.ca) currently under construction on campus. Collaborative interactions with industry are also encouraged. Funding from the Canada Foundation for Innovation (CFI) matching fund is available for capital equipment.

Please send applications, including curriculum vitae, description of research interests, copies of up to five publications, and the names of three references to: **Dr. Kunio Tokaya, Head, Department of Electrical Engineering, University of Saskatchewan, 57 Campus Drive, Saskatoon, SK S7N 5A9, Canada.**

Electronic submissions are accepted and can be sent by email to eecs.search@engr.usask.ca. Applications will be considered immediately and the competition will remain open until the position is filled.

All qualified candidates are encouraged to apply for Canada Research Chairs; however, Canadian citizens and permanent residents of Canada will be given priority. The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify.

Department of Marketing. The Frank H. Sobey Faculty of Commerce, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3 Saint Mary's University welcomes applications from women, first nations people, and visible minorities. The advertisement is directed in the first instance to Canadian citizens and landed immigrants

MATHEMATICS

THE UNIVERSITY OF GUELPH — The Department of Mathematics and Statistics at the University of Guelph invites applications for a full-time tenure track position to start July 1, 2003 or thereafter, at the rank of Assistant Professor in Mathematics. Minimum qualifications are a PhD in mathematics and evidence of strong research and teaching potential at all levels All areas of mathematics will be considered, but the new faculty member is expected to actively participate in our graduate program in applied mathematics, which currently emphasizes Dynamical Systems, Mathematical Biology, Numerical Analysis and Optimization. Salary will be commensurate with qualifications and experience. Candidates should submit, by 1 December, 2002, a curriculum vita to O. B. Allen, Chair, Department of Mathematics and Statistics, University of Guelph, Guelph, Ontario N1G 2W1, Fax (519) 837-0221, E-mail: ballen@uoguelph ca All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women

THE UNIVERSITY OF GUELPH — The Department of Mathematics and Statistics at the University of Guelph invites applications for a full-time tenure track position to start July 1, 2003 or thereafter, at the rank of Assistant Professor in Statistics. Minimum qualifications are a PhD in statistics and evidence of strong research and teaching potential at all levels All areas in statistics will be considered, but the new faculty member is expected to actively participate in our graduate program in applied statistics, which currently emphasizes generalized linear and nonlinear models, computational statistics, biostatistics and survival analysis Salary will be commensurate with qualifications and experience. Candidates should submit, by 1 December, 2002, a curriculum vita to O B Allen, Chair, Department of Mathematics and Statistics, University of Guelph, Guelph, Ontario N1G 2W1, Fax (519) 837-0221, E-mail: ballen@uoguelph ca All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women

THE UNIVERSITY OF TORONTO solicits applications for one or more tenured or tenure-track positions in the Department of Mathematics, to begin July 1, 2003. Rank and salary will be commensurate with qualifications. The main area of research interest are partial differential equations, geometric analysis, applied and computational mathematics, and algebra/number theory; however, exceptional candidates in any field of pure and applied mathematics are encouraged to apply. It is intended that the successful applicants will be nominated for a Canada Research Chair. Accordingly, candidates are expected to be outstanding mathematicians, whose research and teaching will make major contributions to the quality and stature of the department. Applicants should send their complete C.V, including a list of publications, a short statement describing their research programme, all appropriate material about their teaching, and the AMS Standard Cover Sheet. They should also arrange to have at least four letters of reference sent directly to the Search Committee, Department of Mathematics, University of Toronto, 100 St. George Street, Room 4072, Toronto, Canada M5S 3G3. At least one letter should be primarily concerned with the candidate's teaching. Additional information is available at our Web page: http://www.math.toronto.edu/jobs. Priority will be given to applications received by November 15, 2002. Applications after this date will be considered until the position has been filled. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Any inquiries about the application should be sent to ida@math.toronto.edu

THE UNIVERSITY OF TORONTO — The Department of Mathematics anticipates openings at the tenure-track or tenure level. The preferred area of research is differential/complex geometry. Appointment will be made at the rank of Assistant or Associate Professor, to begin July 1, 2003. Candidates are expected to have demonstrated excellence in both teaching and research after the PhD, in particular, a candidate's research and teaching record should show clearly the ability to make major contributions to the quality and stature of the department The Department also has a limited number of distinguished junior Canada Research Chairs for which extraordinary candidates may be nominated. Applicants should send their complete C.V. including a list of publications, a short statement describing their research programme, all appropriate material about their teaching and the AMS Standard Cover Sheet. They should also arrange to have at least four letters of reference sent directly to the Search Committee, Department of Mathematics, University of Toronto, 100 St. George Street, Room 4072, Toronto, Canada M5S 3G3. At least one letter should be primarily concerned with the candidate's teaching. Additional information is available at our Web page: http://www.math.toronto.edu/jobs. Priority will be given to applications received by November 15, 2002. Applications after this date will be considered until the position has been filled The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Any inquiries about the application should be sent to ida@math.toronto.edu

THE UNIVERSITY OF TORONTO — The Department of Mathematics anticipates an opening at the tenure-track or tenure level. The preferred area of research is differential/complex geometry. Appointment will be made at the rank of Assistant or Associate Professor, to begin July 1, 2003. Candidates are expected to have demonstrated excellence in both teaching and research after the PhD, in particular, a candidate's research and teaching record should show clearly the ability to make major contributions to the quality and stature of the department The Department also has a limited number of distinguished junior Canada Research Chairs for which extraordinary candidates may be nominated. Applicants should send their complete C.V. including a list of publications, a short statement describing their research programme, all appropriate material about their teaching and the AMS Standard Cover Sheet. They should also arrange to have at least four letters of reference sent directly to the Search Committee, Department of Mathematics, University of Toronto, 100 St. George Street, Room 4072, Toronto, Canada M5S 3G3. At least one letter should be primarily concerned with the candidate's teaching. Additional information is available at our Web page: http://www.math.toronto.edu/jobs. Priority will be given to applications received by November 15, 2002. Applications after this date will be considered until the position has been filled The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority Any inquiries about the application should be sent to ida@mach

science, combinatorics and optimization, pure and applied mathematics, and statistics. Information about the Faculty can be found at its web site. http://www.math.uwaterloo.ca/Faculty/index.html. Exceptional candidates in any area in which the faculty conducts research will be considered. Applications should include a curriculum vitae, a statement of teaching and research objectives and the names of at least four persons who might serve as references. Applications should be sent to: Office of the Dean, Faculty of Mathematics, University of Waterloo, Waterloo, ON N2L 3G1 Review of applications will begin when received, and will continue until the positions have been filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities

THE UNIVERSITY OF WATERLOO — The Faculty of Mathematics has four departments (Applied Mathematics, Combinatorics & Optimization, Pure Mathematics and Statistics & Actuarial Science) and one school (Computer Science). In addition to departmental and interdepartmental academic undergraduate programs, the Faculty has major programs combining studies in mathematics and computer science with business and accounting. There are approximately 160 faculty and 100 administrative and technical staff in the Faculty, which has a combined undergraduate and graduate enrolment of more then 4300 students. Students in the Faculty of Mathematics take a common set of courses in algebra, calculus, discrete mathematics, statistics and probability in the first two years of their programs. The Faculty is seeking candidates for limited-term positions (two or three years) as lecturers who are able to teach elementary courses in the areas mentioned above. Candidates with a PhD degree are preferred, although those with a Masters degree will also be considered. Candidates must provide evidence of demonstrated or potential excellence in teaching. Appointments will be made either in the Office of the Dean or in one of the units in the Faculty that most closely matches the appointee's areas of competence. Applications should be directed to Dr. Alan George, Dean, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, (ageorge@uwaterloo.ca) by December 31, 2002. Application material should include a curriculum vitae and the names and addresses of at least three references. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. These appointments are subject to the availability of funds

THE UNIVERSITY OF WATERLOO — The Department of Pure Mathematics invites applications for an anticipated tenure-track position starting July 1, 2003. The Department is interested in candidates with research interests in algebra, number theory, geometry or topology. In order to be considered a candidate must either have a PhD or expect to complete the degree prior to the beginning of the appointment. Postdoctoral experience is preferred but not required. An appointment will be offered only to someone with very strong research and teaching qualifications. The closing date for receipt for applications is November 15, 2002. Applicants should submit their curriculum vitae, together with the names of at least three referees, and should arrange for letters of reference to be sent directly from the referees. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. This appointment is subject to the availability of funds. Please send applications to: Dr. B. Forrest, Chair, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The department's Web page is at http://math.uwaterloo.ca/PM_Dept/

THE UNIVERSITY OF WATERLOO — The Department of Pure Mathematics invites applications for one or more anticipated tenure-track position(s) starting July 1, 2003. The Department is seeking candidates with research interests in any area of Pure Mathematics. In order to be considered a candidate must either have a PhD or expect to complete the degree prior to the beginning of the appointment. Postdoctoral experience is preferred but not required. An appointment will be offered only to someone with very strong research and teaching qualifications. The closing date for receipt for applications is November 15, 2002. Applicants should submit their curriculum vitae, together with the names of at least three referees, and should arrange for letters of reference to be sent directly from the referees. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. This appointment is subject to the availability of funds. Please send applications to: Dr. B. Forrest, Chair, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The department's Web page is at http://math.uwaterloo.ca/PM_Dept/

MATHEMATICS & STATISTICS

THE UNIVERSITY OF OTTAWA — The Department of Mathematics and Statistics invites applications of recent PhDs for a tenure-track position in Statistics starting July 1, 2003. The rank remains open and individuals with an exceptional research record and proof of leadership qualities will be seriously considered. Applicants should send curriculum vitae, a research plan, and arrange for four confidential letters of recommendations, with one addressing teaching, to be sent to Mayer Alvo, Chairmen, Department of Mathematics and Statistics, University of Ottawa, Ottawa, ON Canada, K1N 6N5 Applicants are also encouraged to include up to three copies of their most significant publications. The closing date for receipt for applications is December 15, 2002. Conditions of employment are set by a collective agreement. Employment equity is University policy and the University strongly encourages applications from women. Canadian citizens and permanent residents will be considered first for these positions. Information about the department can be found at Hyperlink http://www.science.uottawa.ca/merhstat

CONCORDIA UNIVERSITY — The Faculty of Arts & Science has one tenure-track position available in Statistics. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/interne/tjobs.cfm

QUEEN'S UNIVERSITY — The Department of Mathematics and Statistics invites applications for a tenure-track appointment at the Assistant Professor level to begin July 2003, and a Canada Research Chair in Pure Mathematics Successful applicants for the tenure track position must have a strong research record and the ability to develop an independent research programme; applicants for the Canada Research Chair must have international stature. All candidates must have the ability to teach a range of mathematics or statistics courses and supervise graduate students. Salary will be commensurate with qualifications and experience. Candidates should have a PhD in pure or applied mathematics, statistics, or a related area and will have begun an active research program in algebra and number theory, analysis, dynamical systems, or probability and statistics. Interested candidates should arrange for a curriculum vitae, a description of research interests, up to five publications or preprints, a statement on teaching or a teaching dossier, and at least four letters of reference, one of which should comment on the candidate's teaching, to be sent to the address below by December 1, 2002. Applications will be considered until the position is filled. More details are available at http://www.mast.queensu.ca/jobs/. James A. Mingo, Associate Head, Department of Mathematics and Statistics, Queen's University, Kingston, Ontario K7L 3N6, fax: (613) 533-2964 e-mail: postion@mast.queensu.ca; http: www.mast.queensu.ca Canadian citizens and permanent residents will be considered first for this position Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.

THE UNIVERSITY OF WINDSOR invites applications for faculty positions in the Department of Mathematics and Statistics commencing July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions Contact: Dr. Syed Ejaz Ahmed, Head, Mathematics & Statistics, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext. 3017, Fax: 519 971 3649 ; E-mail:seahmed@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

MATHÉMATIQUE ET STATISTIQUE

L'UNIVERSITÉ D'OTTAWA — Le Département de mathématiques et de statistique de l'Université d'Ottawa met en concours un poste en statistique menant à la permanence. Le rang demeure ouvert et les candidats ayant un excellent dossier de recherche ainsi que des qualités de leadership seront sérieusement considérés. Entrée en fonction: le 1er juillet 2003. Les candidat(e)s doivent faire parvenir leur dossier de candidature au directeur du département, Mayer Alvo, Département de mathématiques et de statistique, Université d'Ottawa, Ottawa ON Canada, K1N 6N5 au plus tard le 15 décembre 2002. Les dossiers doivent comprendre le curriculum vitae, le plan de recherche, quatre lettres de recommandation confidentielle dont une sur l'enseignement. Nous encourageons les candidat(e)s à joindre à leur dossier jusqu'à trois tirés à part de leurs contributions les plus importantes. Les conditions d'emploi suivent les dispositions d'une convention collective. L'Université a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées a poser leur candidature. On étudiera d'abord les demandes des citoyens canadiens et des résidents permanents. Pour plus de renseignement voir HYPERLINK http://www.science.uottawa.ca/mathstat.

MEDIA STUDIES

THE UNIVERSITY OF WESTERN ONTARIO — The Faculty of Information and Media Studies (FIMS) invites applications for up to two full-time, probationary or tenured appointments, at the rank of Assistant, Associate or Professor, to begin July 1, 2003. Candidates must have a PhD in a relevant area and show evidence of strong research potential and excellence in teaching. This advertisement is directed to individuals who have teaching and research interests that focus on questions at the intersection of media, technology, and culture. The normal teaching workload in FIMS is four half courses par academic year. The successful candidate will teach in the interdisciplinary undergraduate program in Media, Information and Technoculture and in the newly inaugurated graduate program in Media Studies Expertise in one or more of the following areas is desirable: socio-political analysis of media industries or products; social justice and the media; cultural aspects of information and communication technology, the social psychology of media. The Faculty of Information and Media Studies is a vibrant, expanding faculty of more than 35 full-time faculty members and 17 non-academic staff. It currently offers an undergraduate program in Media, Information, and Technoculture with an enrolment of 700 students as well as an MA in Journalism, a Master's and doctoral program in Library and Information Science, and a new graduate program in Media Studies. Information about the Faculty and descriptions of our programs are available at http://www.fims.uwo.ca. The University of Western Ontario is a research-intensive University of 27,000 full-time equivalent students. Interested candidates are invited to send their curriculum vitae, names and addresses of three references, copies of their scholarly writing, and a cover letter outlining their interest in the position by December 1, 2002 to: Dr. Catherine Ross, Dean, Faculty of Information and Media Studies, Middlesex College, The University of Western Ontario, London, ON, Canada N6A 5B7, Phone 519-661-3542; Fax: 519-661-3506 The position is subject to budgetary approval. All qualified candidates are encouraged to apply, however Canadian Citizens and Permanent Residents will be given priority The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities

THE UNIVERSITY OF WESTERN ONTARIO — The Faculty of Information and Media Studies (FIMS) invites applications for a full-time, probationary appointment (tenure track) at the rank of Assistant Professor to begin July 1, 2003. Candidates must have a PhD completed or nearing completion in Library and Information Science or related area and show evidence of strong research potential and excellence in teaching. Professional experience as a librarian or information manager in a traditional or non-traditional setting is an asset. This advertisement is directed to individuals who have teaching and research interests in the area of information technology and systems, including questions at the intersection of information, technology, and users. The normal teaching workload in FIMS is four half courses par academic year. The successful candidate will demonstrate the ability to contribute to the Faculty's programs, especially the Masters and PhD programs in Library and Information Science. Expertise in one or more of the following areas is desirable: information systems and architecture, interface design and usability, digital libraries, health informatics. The Faculty of Information and Media Studies is a vibrant, expanding faculty of more than 35 full-time faculty members and 17 non-academic staff. It currently offers an undegraduate program in Media, Information, and Technoculture with an enrolment of 700 students as well as an MA in Journalism, a Master's and doctoral program in Library and Information Science, and a new graduate program in Media Studies. Information about the Faculty and descriptions of our programs are available at http://www.fims.uwo.ca The University of Western Ontario is a research-intensive University of 27,000 full-time equivalent students. Interested candidates are invited to send their curriculum vitae, names and addresses of three references, copies of their scholarly writing, and a cover letter outlining their interest in the position by January 15, 2003 to. Dr. Catherine Ross, Dean, Faculty of Information and Media Studies, Middlesex College, The University of Western Ontario, London, DN, Canada N6A 5B7, Phone 519-661-3542, Fax: 519-661-3506 The position is subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

MEDICINE

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — The Division of Basic Medical Sciences at Memorial University of Newfoundland invites applications for a tenure track faculty position in Immunology Candidates for this position should hold a PhD with relevant postdoctoral experience. Preference will be given to an appointment at the Assistant Professor level. The successful applicant will be expected to establish an independent research program and contribute to undergraduate medical and graduate student teaching in the area of Immunology Active areas of research within the Immunology program at Memorial University include autoimmunity, viral immunology, tumor immunology and innate immunity Potential applicants should refer to the Immunology Program website at www.med.mun.ca/graduate/immuno.htm for more information. The Division of Basic Medical Sciences also includes active research groups and graduate programs in Neuroscience, Cancer Research and Cardiovascular/Renal Physiology Applications must include a curriculum vitae, contact details for 3 referees, a letter of application describing research interests and a brief research plan. Applications or enquiries should be directed to Dr. Michael Grant, Faculty of Medicine, Memorial University of NF, St. John's, NF, Canada A1B 3V6 (mgrant@mun.ca). Review of applications will begin Nov. 15, 2002 In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Memorial University is committed to the principles of employment equity and welcomes applications from all qualified candidates

MODERN LANGUAGES

McMASTER UNIVERSITY — The Department of Modern Languages and Linguistics invites applications for a tenure-track position in Linguistics and Italian at the rank of Assistant Professor beginning July 1, 2003. The current minimum salary for an Assistant Professor is $46,456. The successful candidate will hold a PhD either in Linguistics or Romance Linguistics; will have demonstrated scholarship in the form of publications; and shown evidence of commitment to undergraduate teaching. She should have expertise in theoretical and historical linguistics; and native or near native fluency in Italian. Teaching duties will include undergraduate courses in Linguistics as well as in Italian language, literature and civilization. Interest in technology-based learning and willingness to participate in interdisciplinary projects is highly desirable. Applications, including curriculum vitae, and letters from three referees should be sent to: Dr. Enrigio Mineili, Chair, Department of Modern Languages and Linguistics, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4M2. Applications received before November 30, 2002 will be assured of consideration. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

SAINT MARY'S UNIVERSITY — The Department of Modern Languages and Classics invites applications for a tenure-track appointment in Spanish at the rank of Assistant Professor starting July 1, 2003. We are looking for a Latin American specialist to assist in expanding our Spanish program The ideal candidate will have successful experience in university teaching and a strong commitment to undergraduate language instruction at all levels, the ability to develop courses in the area of Latin American literature and cultural studies, and familiarity with the use of instructional technologies An ability to contribute to Saint Mary's interdisciplinary program in International Development Studies will be a distinct advantage. Applicants should hold a doctorate in a relevant field and possess native or near-native fluency in Spanish and English. Letters of application accompanied by an up-to-date curriculum vitae, teaching evaluations, a teaching dossier (if available) and the names of three referees should be addressed to: Selection Committee for Spanish, Modern Languages and Classics, Saint Mary's University, Halifax, Nova Scotia. B3H 3C3, e-mail: anthony.farrell@stmarys.ca Although candidates of all nationalities are encouraged to apply, Canadian immigration policy requires that priority consideration be given to qualified Canadian citizens and permanent residents Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and people with disabilities. Visit our web site at www.stmarys.ca

MUSIC

THE UNIVERSITY OF BRITISH COLUMBIA — The School of Music seeks a composer and teacher of distinction for a full-time tenure-track appointment at the rank of Assistant Professor, starting July 1, 2003, subject to final budgetary approval. The successful candidate will be an accomplished composer, with potential for an international profile. Candidates should be knowledgeable about a broad range of 20th-century and contemporary music, and able to interrelate diverse styles of music and musical thought. A secondary specialty in another area of music that complements the existing strengths of the School is important and desirable Applicants must have completed a doctoral degree, or its equivalent. To apply, please submit a letter of interest and a curriculum vitae, and have three confidential letters of recommendation sent by December 15, 2002 to: Chair, Composition Search Committee, University of British Columbia, School of Music, 6361 Memorial Road, Vancouver, B.C., V6T 1Z2, Canada. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however Canadians and permanent residents of Canada will be given priority.

NATIVE AMERICAN STUDIES

THE UNIVERSITY OF LETHBRIDGE — The Department of Native American Studies invites applications for a probationary (tenure-track) position at the rank of Assistant or Associate Professor to begin 1 July 2003, subject to budgetary approval The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. A PhD (or near completion) is preferred, but a Master's or equivalent degree, combined with a strong teaching and publication record in Native American Studies, Native languages will be considered. Candidates with a linguistics background and the ability to teach Blackfoot and/or Cree languages will be given preference. Fluency in, or knowledge of, a Native language is necessary The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. New Faculty are eligible for university funding in support of research and scholarly activities The University is an equal opportunity employer and offers a non-smoking environment. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions Founded in 1967, the University has an enrollment of approximately 7,000 students. Our focus on liberal education, selected professional programs, smaller classes, co-op placements and involvement of students in faculty research provides the very best education available. For more information about the University please visit our web site at

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UNIVERSITÉ YORK UNIVERSITY

Toronto, Canada

Tenure Stream Appointments — 2002–2003

York University, Faculty of Education, invites applications for a position in **Inclusive Education.**

The Context:
York University is situated within a culturally diverse urban setting in northern Toronto at the centre of the Greater Metropolitan Toronto area. The Faculty of Education at York offers pre-service, professional development, and graduate programmes (M.Ed. and PhD). The Faculty, which values collaboration and interdisciplinarity, is committed to issues of social justice, as well as to cultural and linguistic diversity. Tenure stream faculty members are encouraged to work in cross disciplinary teams with colleagues from other academic departments across the University and with faculty members seconded from school boards. Applicants are invited to visit the Faculty's website at www.edu.yorku.ca.

The Position:
Inclusive Education — Applicants should have teaching and research qualifications in the areas of education and exceptionalities. The successful candidate will be familiar with critical perspectives on inclusive education and understand that it rests on a foundation of social justice and human rights.

The Candidate:
The successful candidate will have completed a doctorate in a field of study compatible with the advertised position. Candidates with unfinished doctorates will be considered only upon submission of evidence that degree requirements will be fulfilled prior to the date of appointment. Candidates must present evidence of their abilities to: establish a strong program of scholarly research; provide excellence and leadership in undergraduate and graduate teaching and supervision of Masters and Doctoral theses; supervise undergraduate student teaching; collaborate with colleagues in the field and across the University; and, be actively involved in the field of education.

The Appointment:
Although preference will be given to an appointment at the Assistant Professor level, initial rank and salary will be commensurate with qualifications and experience. All positions at York University are subject to budgetary approval. The appointment will commence as early as 1 July 2003.

Affirmative Action:
York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Faculty of Education welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the Affirmative Action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position.

Applications:
An application must include a curriculum vitae, one sample of scholarly writing, the contact details of three or more referees, and a letter of application that provides an overview and discussion of qualifications and interests as they relate to the advertised position. Application packages should be addressed to:

Dr. Paul Axelrod, Dean
Faculty of Education, York University
c/o S853 Ross Building
4700 Keele Street
Toronto, Ontario, M3J-1P3
or electronically mailed to: bmerri@edu.yorku.ca

Closing Date — **31 December 2002**

The University of Western Ontario

Western

Assistant/Associate Professor Epidemiology & Biostatistics/ Political Science

The Departments of Epidemiology & Biostatistics and Political Science invite applications for a full-time probationary (tenure-track) faculty appointment at the rank of Assistant or Associate Professor. This position is a joint appointment between the Faculty of Medicine & Dentistry and the Faculty of Social Science. Applicants should have a PhD in epidemiology, political science, public administration, public health or health administration and have some experience as a manager or policy analyst in the health-care field. They should show evidence of strong research potential and excellence in teaching.

Applicants will be expected to teach courses relating to health policy and administration and program evaluation primarily at the graduate level. They should also be capable of supervising masters- and doctoral-level students in both departments and of researching health-policy formation, or evaluation, especially within Canada, at the national, regional, and local levels.

Interested candidates should send a curriculum vitae and the names and addresses of three referees to:

Dr. A. Donner
Chair, Department of Epidemiology & Biostatistics
The University of Western Ontario, Kresge Building
London, ON N6A 5C1

The closing date for applications is **December 1, 2002**

Positions are subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

www.uleth.ca Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and publications (reprints or preprints), a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Dr. Alfred Young Man, Chair, Department of Native American Studies, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4, Telephone: (403) 329-2635, Fax: (403) 380-1855, or E-mail: lastukac@uleth.ca. The closing date for applications is November 30, 2002.

NEUROSCIENCE

McGILL UNIVERSITY — The Centre for Research in Neuroscience has an opening for a young investigator interested in molecular approaches to synapse formation during development of the mouse brain. Your research should focus on glial/neuronal interactions using transgenic mouse models, with a specific emphasis on the role of ephrin class tyrosine kinases. Your interests should be within the context of our on-going work on synapse formation and development, neural networking, regeneration, 'channelopathies' and neurodegenerative diseases. Applicants will be expected to develop an independent, innovative research program. In addition, teaching opportunities at the graduate and undergraduate levels are available at any of several departments at McGill. The Centre for Research in Neuroscience is located in the Montreal General Hospital Research Institute and is part of the McGill University Health Centre. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Please send a curriculum vitae, the names of three referees, and a brief statement of research interests to: CRN Search Committee, McGill University, Montreal General Hospital Research Institute, 1650 Cedar Avenue, Montreal, Quebec, Canada H3G 1A4 (or e-mail: yvonne.gardner@mail.mcgill.ca).

NURSING

THE UNIVERSITY OF WINDSOR invites applications for a faculty position in the Faculty of Nursing commencing July 1, 2003 Subject to Budgetary Approval For a detailed position description visit our website at www.uwindsor.ca/facultypositions Contact: Dr. Sheila Diesen, Dean, Faculty of Nursing, University of Windsor, Windsor, ON, N9B 3P4, Tel. 519 253.3000, Ext. 2259, Fax 519 973 7084, Email: diesen@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Diakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca

YORK UNIVERSITY — The School of Nursing invites highly qualified applications for up to thirteen tenure stream appointments. There is also the potential for up to eight additional contractually limited appointments. Appointments will commence July 1, 2003 with one beginning as early as January 1, 2003 and will be in the professional or alternate stream. Professional appointments will be made at the assistant or associate professor level. Alternate stream appointments will be made at the assistant or associate lecturer level. Applicants must hold current registration in the College of Nurses of Ontario and must provide proof of academic credentials prior to appointment. The Faculty is actively searching for Tier 1 and tier 2 Canada Research Chairs in health and health related fields. The School of Nursing offers the first Collaborative BScN degree in Ontario, an established Post RN BScN, a Primary Health Care Nurse Practitioner Certificate, a Health Informatics Certificate and is in the process of developing a graduate program. Our rapidly expanding internationally recognized program offers an innovative curriculum founded in nursing science. We embrace individual uniqueness, multiple ways of knowing, creative expressions of scholarship and global consciousness. Applicants must have expertise, teaching and practice experience and related research in one or more of the following areas: community/public health; research methods, utilization and evaluation; nursing ethics; health informatics, acute/critical care, gerontology, health and aging, long term care, transcultural health; maternal and child health; and/or women's health. A BScN and a Master's degree (nursing preferred) is required. A doctorate in progress in nursing or a health related field is required for professorial stream positions and preferred for alternate stream positions. An earned doctorate in nursing is preferred. Knowledge of nursing theories, the human science paradigm, cooperative learning perspectives and the Bevis-Watson curriculum paradigm is required Prior experience using a cooperative learning pedagogical framework and the Bevis-Watson curriculum paradigm is preferred Experience with technology-enhanced distance learning would be an asset. Evidence of involvement in a research and publication program is essential for professorial stream appointments. Evidence of professional excellence and expertise in a clinical setting is required for appointments in the alternate stream. Proven evidence of the ability to develop and maintain collegial relationships is required for all positions The selection process will start November 15, 2002 and continue until all positions are filled Applicants should send a curriculum vitae and arrange for three letters of recommendation (one of which should address teaching) to be sent directly to Dr. Kathleen Macdonald, Director, School of Nursing, Atkinson Faculty of Liberal and Professional Studies, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3, E-mail: ntam@yorku.ca, fax 416 736 5774, phone 416 736 5271. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Atkinson Faculty of Liberal and Professional Studies welcomes applications from persons in these groups The Affirmative Action Program can be found on York's website at www.yorku.ca/acadgdv/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for these positions

NUTRITION

ST. FRANCIS XAVIER UNIVERSITY invites applications for a tenure-track position in the Department of Human Nutrition to begin on August 1, 2003. One of Canada's highest ranked undergraduate educational institutions, St. Francis Xavier University has a proactive vision for the future of higher education with a commitment to excellence in teaching and research (see www.stfx.ca). The ideal candidate will have a PhD in nutrition or a related field with experience in clinical dietetics, teaching, and research related to dietetic practice. Eligibility for membership in Dietitians of Canada and the Nova Scotia Dietetics Association is required Responsibilities include undergraduate teaching in clinical nutrition and related subject areas. Other duties involve supervising student research projects and developing an independent, externally funded research program. The candidate will also be expected to contribute to general faculty duties in the Department and the University. The Department offers a four year program leading to a B.Sc. in Human Nutrition with Major, Advanced Major and Honours, and has recently developed an Integrated Dietetic Internship program. Salary and rank are commensurate with education and experience A generous package of benefits is provided All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applicants should send a curriculum vitae and official transcripts, and names and addresses of three (3) references by January 31, 2003 to Dr. Manohar Nacik, Chair, Department of Human Nutrition, St. Francis Xavier University, P. O. Box 5000, Antigonish, NS B2G 2W5, E-mail address: mnacik@stfx.ca, Fax 902- 867-2389, Telephone: 902-867-2205, Web site: www.stfx.ca/academic/human-nutrition/ Review of applicants will begin on January 10, 2003 and will continue until the position is filled.

OPTOMETRY

THE UNIVERSITY OF WATERLOO — Applications are being accepted for a probationary (tenure track) position at the Assistant/Associate level in the School of Optometry, University of Waterloo. The successful candidate will be expected to carry out research related to the molecular biology/physiology of the eye and visual system and to instruct in the School's professional, graduate and/or clinical programmes. This appointment is bridged to a newly created NSERC Industrial Chair in in vitro ophthalmic toxicology with Bausch & Lomb as the industrial partner. The successful candidate will be encouraged to interact with this program of research. Salary is negotiable within a range commensurate with experience and qualifications A letter of application, curriculum vitae and three confidential letters of reference should be sent by December 13, 2002 to: Dr. William Bobier, Director, School of Optometry, University of Waterloo Waterloo, Ontario, N2L 3G1. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — Applications are being accepted for a full-time, three year definite term lecturer at the School of Optometry, University of Waterloo. Applicants must be eligible for optometric licensure in Ontario Preference will be given to applicants who have advanced optometric qualifications and strong connections to the profession within Canada The successful candidate will play a key role in developing student externship placements in Canada, assisting in the School's fundraising efforts relying on his/her strong relationships within the profession and industry as well as clinical teaching Applicants must be able to take up the position no later than August 1, 2003. Salary is negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent by December 13, 2002 to Dr. William Bobier, Director, School of Optometry, University of Waterloo, Waterloo, Ontario, N2L 3G1. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

PHILOSOPHY

TRENT UNIVERSITY — The Philosophy Department invites applications for a tenure-track position at the rank of Assistant Professor, effective July 1, 2003. The appointment is subject to final budgetary approval. We are looking for candidates with a strong commitment to teaching and who show promise of excellence in research. The successful candidate will have research interests in Continental European Philosophy, with an emphasis on the last fifty years of French and German philosophy, and will be well-grounded in the History of Philosophy. S/he will be expected to teach courses on hermeneutics, post-structuralism, critical theory, as well as on existentialism and phenomenology. PhD (or equivalent) is expected by time of appointment. Trent University is a small liberal arts and sciences primarily undergraduate university with a distinguished record in research and a strong commitment to teaching. The Philosophy Department offers a broad-based curriculum in Philosophy to a large number of students, including over 600 majors. (See http://www.trentu.ca/philosophy) Please submit a complete dossier, including curriculum vitae, three letters of recommendation, one writing sample, documentation of teaching effectiveness and graduate transcripts to: Professor Constantin V. Boundas, Acting Chair, Department of Philosophy, Lady Eaton College, Trent University, Peterborough, Ontario, Canada K9J 7B8. Closing date for applications is November 29, 2002. Enquiries: Fax (705) 748-1131, e-mail: cboundas@trentu.ca. Trent University is an employment equity employer, and especially invites applications from women, aboriginal persons, visible minorities and disabled persons. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Philosophy invites applications for a Canada Research Chair at the rank of Associate or Full Professor starting July 1, 2003. We are looking for a person with a distinguished record of research in the broad historical, conceptual, and social issues that arise out of science and technology. Candidates may be specialists in the history and philosophy of science as traditionally conceived or in social studies of science and technology. The University is currently planning the introduction of a Science and Technology Studies programme, and the successful candidate will have an opportunity to play a role in the design and delivery of this programme. Salary is commensurate with qualifications and experience. A generous startup research allowance will be provided to the successful candidate. Please send applications, cv, and the names of three referees by November 15th, 2002 to Mohan Matthen, Head, Department of Philosophy, The University of British Columbia, Vancouver B.C. V6T 1Z1 Canada. Inquiries may also be addressed to mohan.matthen@ubc.ca. Late applications may be considered until the position is filled, but there is no guarantee of full consideration for applications received after the due date. The University of British Columbia hires on the basis of merit, and is committed to employment equity We encourage all qualified persons to apply There is no restriction with regard to nationality or residence, and the position is open to all candidates Offers will be made in keeping with immigration requirements associated with the Canada Research Chairs program

CONCORDIA UNIVERSITY — The Faculty of Arts & Science has one tenure-track position available in Ethics Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Philosophy invites applications for a probationary faculty position at the rank of Assistant Professor (PhD required) in Epistemology, Metaphysics or Philosophy of Language to begin July 1, 2003. The Department may also consider making the appointment in an area of Philosophy of Science such as Philosophy of Biology or Philosophy of Cognitive Science. Experience in teaching and research are required Please send curriculum vitae, teaching dossier, writing sample, and three letters of reference to Professor Samantha Brennan, Chair, Department of Philosophy, Talbot College, The University of Western Ontario, London, Ontario, Canada N6A 3K7. Fax (519) 661-3922, email sbrenan@uwo.ca. Applications must be received by November 15, 2002. Positions are subject to budget approval. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities

McGILL UNIVERSITY — Assistant Professor, tenure track, beginning September 2003. AOS One or more of the following (or closely related) areas of Analytic Philosophy: Philosophy of Language, Philosophy of Mind, Metaphysics, Epistemology. Ability to teach an intermediate logic course would be an asset. Candidates must demonstrate excellence in research and teaching, possess broad philosophical interests, and be able to interact with colleagues in a variety of areas in philosophy. Teaching load Four (undergraduate and graduate) courses per year (normally two in each semester); graduate (PhD) and undergraduate supervision Dual administrative responsibilities PhD is expected by time of appointment. Supporting material must include a CV, a transcript or list of graduate coursework, a representative sample of written work, and three letters of reference. The deadline for receipt of complete applications is 15th November, 2002 Address: Search Committee (Analytic), Dept. of Philosophy, McGill University, 855 Sherbrooke Street West, Montreal, QC, Canada H3A 2T7 The Department regrets that it cannot accept application materials by fax or by e-mail, and that materials cannot be returned McGill University is committed to equity in employment. All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority The language of instruction at McGill is English, but a working knowledge of French is an asset.

McGILL UNIVERSITY — The Department of Philosophy and the Faculty of Religious Studies invite applications for an appointment at the rank of assistant professor, tenure track, in Ethics, beginning September 2003. This is a joint position in the Dept. of Philosophy and the Faculty of Religious Studies. Four (undergraduate and graduate) courses per year (normally two in each unit), graduate (PhD) and undergraduate supervision; usual administrative responsibilities shared between the two units. We seek candidates excellent in research and teaching who are able to engage colleagues in both units. Letters of application should indicate an interest and ability to address ethical concerns from both a philosophical and a religious perspective PhD (in either Philosophy or Religious Studies) is expected by time of appointment. Review of applications will commence November 1, 2002 Applications should include a letter of application, a CV, a transcript or list of graduate coursework, a representative sample of written work, and three letters of reference. Applications should be sent to: Professor R. Philip Buckley, Chair, Dept. of Philosophy, McGill University, 855 Sherbrooke Street West, Montreal, QC, Canada H3A 2T7. The Department regrets that it cannot accept application materials by fax or by e-mail, and that application materials cannot be returned McGill University is committed to equity in employment. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The language of instruction as McGill is English but a working knowledge of French is an asset.

McGILL UNIVERSITY — The Department of Philosophy invites applications for the Macdonald Chair in Moral Philosophy. This is an endowed chair in moral philosophy broadly construed, at the rank of Full Professor. Candidates for the Macdonald Chair should be distinguished scholars with outstanding records of research, graduate teaching and supervision, and undergraduate teaching Dossiers should include a curriculum vitae, examples of recent scholarship, and the names of three referees whom the University may contact. The appointment is expected to begin August 1, 2003 The search committee will begin reviewing applications on October 31, 2002 and will continue to do so until a suitable candidate is found For more information about the Department and the University, visit the Department's web site at http://www.arts.mcgill.ca/programs/philo/ Please forward letter of application and supporting materials to Professor Philip Buckley, Chair, Department of Philosophy, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, Canada H3A 2T7. McGill University is committed to equity in employment. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The language of instruction at McGill is English, but working knowledge of French is also an asset

McGILL UNIVERSITY — As part of the Faculty of Arts commitment to continuing its historical strengths in the area, the Department of Political Science and the Department of Philosophy at McGill University invite applications for the Tomlinson Chair in Political Theory and Philosophy. This is an endowed chair at the rank of Full Professor. Candidates for the Tomlinson Chair should be distinguished scholars with outstanding records of research, graduate teaching and supervision, and undergraduate teaching. The two departments are particularly interested in candidates with a desire to build a strong interdisciplinary program. Applications should include a curriculum vitae, examples of recent scholarship, and the names of three referees whom the University may contact. The appointment is expected to begin August 1, 2003 The search committee will begin reviewing applications on October 31, 2002 and will continue to do so until a suitable candidate is found For more information about the Departments and University, visit our web sites at http://www.arts.mcgill.ca/programs/political or http://www.arts.mcgill.ca/programs/philo/ Please forward letter of application and supporting materials to: Professor Samantha Brennan, Chair, Department of Philosophy, Talbot College, The University of Western Ontario, London, Ontario, Canada N6A 3K7. Fax (519) 661-3922, email sbrenan@uwo.ca. Applications must be received by November 15, 2002. Positions are subject to budget approval. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities

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PHYSICS

McGILL UNIVERSITY — The Department of Physics is expanding its research in astrophysics Applications are invited for a tenure-track faculty position at the rank of Assistant Professor, beginning as early as September 2003. We seek candidates with a proven record of excellence in research who will strengthen or add to our existing research interests. Faculty members are currently active in radio, X-ray, and gamma-ray astronomy, with an emphasis on high-energy phenomena However, candidates for this position can be from any field in astrophysics. Candidates are expected to have a capacity for excellence in teaching. Applicants should submit a detailed curriculum vitae and a statement of teaching interests as well as a research plan They should also arrange for three letters of reference to be sent directly to Professor Martin Giant, Chair, Department of Physics, McGill University, 3600 University St., Montreal, Québec, Canada, H3A 2T8 The deadline for the receipt of applications and letters of recommendation is November 15th, 2002 Suitable Candidates may be nominated for Canada Research Chairs. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority McGill University is committed to equity in employment.

Toronto Sunnybrook Regional Cancer Centre

The Toronto Sunnybrook Regional Cancer Centre (TSRCC) is a comprehensive cancer program with activities that span the spectrum of cancer control. TSRCC is a partnership between Cancer Care Ontario and Sunnybrook & Women's College Health Sciences Centre and is a component of both organizations. It is one of the largest comprehensive cancer centres in the country and one of the major programs of Sunnybrook & Women's. The Centre is fully affiliated with the University of Toronto and is active in research and education.

Medical Oncologists/Hematologists

Translational Research, Clinical Trials, Educational Research

The Toronto Sunnybrook Regional Cancer Centre is a dynamic multidisciplinary cancer centre staffed by Medical, Radiation and Surgical Oncologists as well as Hematologists, and is one of the largest cancer centres in North America. We are seeking Academic Medical Oncologists and Hematologists with expertise in the management of tumours, in at least one of the following areas: lung cancer, breast cancer, head and neck cancer, melanoma, gastrointestinal or genitourinary malignancies or lymphoma. Applicants will have the opportunity to design and conduct clinical trials and to take a leadership role in medical education and translational research. Responsibilities include patient care and involvement in the teaching program at the University of Toronto. The successful candidate must hold or be eligible for subspecialty certification in Internal Medicine and Medical Oncology or Hematology from the Royal College of Physicians and Surgeons of Canada, as well as being eligible for both a license to practice medicine in Ontario and a University of Toronto appointment.

Our Faculty is world renowned for research in breast cancer, lymphoma, chronotherapy, clinical trials, epidemiology, and basic research; with strong collaborative ties to the Institute for Clinical Evaluative Sciences and many Cancer Care Ontario Research Initiatives. The Centre is situated in an ideal location with easy access to all that Toronto offers in cultural, sporting and recreational events.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with Employment Equity policy, we encourage applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities. Applicants should send a curriculum vitae and names of three references, by **November 1, 2002** to: **Dr Maureen Trudeau, Head, Division of Medical Oncology/Hematology, Toronto Sunnybrook Regional Cancer Centre, 2075 Bayview Avenue, Toronto, Ontario, Canada M4N 3M5. Phone 416-480-5145. Fax 416-217-1338.**

Cancer Care Ontario's mission is to provide all Ontario residents with timely and equitable access to the highest quality in cancer prevention, early detection, treatment, supportive care, research and education CCO leads an integrated and coordinated network of partners dedicated exclusively to reducing the burden of cancer in Ontario. Our network includes the Ontario Breast Screening Program, Ontario Cervical Screening Program, the Ontario Cancer Registry, the Ontario Cancer Genetics Network, the New Drug Funding Program, and nine regional cancer centres

SUNNYBROOK & WOMEN'S
Sunnybrook and Women's College Health Sciences Centre

www.cancercare.on.ca
We are an equal opportunity employer.

Vice-President Academic and Research

Appointment to be effective July 1, 2003

Nipissing University offers undergraduate programs in Arts, Science, Business and Nursing and undergraduate and graduate programs in Education. Located in North Bay, within easy reach of Ottawa and Toronto (a 3-4 hour drive), Nipissing University is one of Canada's rapidly expanding younger universities. The University has a Faculty of Arts and Science and a Faculty of Education, totalling approximately 2300 full-time students and 4000 part-time students. The University has a total of 105 full-time faculty and 140 staff

Reporting directly to the President, the Vice-President Academic and Research is a key member of the senior management team and is responsible for the planning, development, administration and integrity of the institution's academic affairs

The candidate must have demonstrated the capacity for outstanding academic leadership in a primary undergraduate and professional educational environment, a dedication to an undergraduate liberal education and a commitment to the development of the whole person. He/she will have a distinguished academic background and a strong record of research achievement and a record of facilitating a research environment in a university setting. In addition, he/she will have significant administrative experience and accomplishments, a thorough grasp of issues in post-secondary education and the ability to work collegially and communicate effectively with the university community

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority Nipissing University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply

NIPISSING UNIVERSITY

Applications and nominations should be sent to: **Dr. David Marshall, President, Nipissing University, P.O. Box 5002, North Bay, ON P1B 8L7,** (705) 474-3461, extension 4286. Further information about Nipissing University is available at www.nipissingu.ca.

The closing date for the receipt of applications is **December 6, 2002**

McGILL UNIVERSITY — The Department of Physics invites applications for a tenure-track position at the rank of Assistant Professor, beginning no later than September 2003. The appointment will be in the area of Theoretical Condensed Matter Physics. The applicant will be expected to become a member of the Centre for the Physics of Materials which includes faculty members from the Physics and Chemistry Departments as well as research scientists in industrial laboratories. The focus of the Centre is on research at the boundary between Condensed Matter Physics and Materials Science. Faculty members are currently active in nanoscience, nonequilibrium materials, biophysics, quantum information theory, surface science, magnetism, and strongly-correlated electronic systems. The Centre has extensive computer facilities which are currently being upgraded to include a state-of-the-art Beowulf cluster. One of its major strengths is the extensive interaction and collaboration that exists between theory and experiment. The department has active groups in Astrophysics, Condensed Matter, Nuclear, Particle, and Theoretical Atmospheric Physics. For more information about McGill and the Physics Department you are invited to consult our home page at http://www.physics.mcgill.ca. We seek candidates with proven record of excellence in research and also the capacity for excellence in teaching. Applicants should submit a detailed curriculum vitae and a statement of teaching interests as well as a research plan. They should also arrange for three letters of reference to be sent directly to: Prof. Martin Grant, Chair, Department of Physics, McGill University, 3600 University Street, Montreal, Quebec, Canada, H3A 2T8. Review of applications will begin November 15th, 2002. Suitable candidates may be nominated for Canada Research Chairs. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

THE UNIVERSITY OF TORONTO — The Department of Physics is pleased to announce the search for an Associate Professor or Full Professor in experimental condensed matter physics, with a starting date of July 1, 2003 or thereafter. The successful candidate will be nominated for a Tier I Canada Research Chair. The Department is expanding its faculty complement in both experimental and theoretical condensed matter physics. The objective is to build an outstanding group of researchers with related interests. Currently among these interests are strongly correlated electron systems and quantum/nanomaterials. The new experimental appointment will also join a strong group of existing experimental and theoretical faculty in quantum optics, photonic crystals, particle physics, cosmology and string theory. We invite prospective candidates to visit our home page at www.physics.utoronto.ca. For this position, we seek candidates with a PhD in physics and demonstrated, proven excellence in both research and teaching. The salary will be commensurate with qualifications and experience. Applicants should submit hard copies only of a curriculum vitae, list of publications, research plan, and must arrange for at least three letters of reference, to be sent to: Professor Henry M. van Driel, Chair, Department of Physics, University of Toronto, Toronto, Ontario, Canada M5S 1A7. Applications will be considered beginning November 15, 2002 until the position is filled. The University of Toronto offers the opportunity to foster, conduct research and live in one of the most diverse cities in the world, and is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

THE UNIVERSITY OF TORONTO — The Department of Physics is pleased to announce the search for an Assistant, or early career Associate Professor (within 2 years of tenure), in theoretical condensed matter physics, with a starting date of July 1, 2003 or thereafter. The successful candidate will be nominated for a Canada Research Chair (Tier II). In anticipation of several retirements the Department is expanding its faculty complement in both experimental and theoretical condensed matter physics. Our objective is to build an outstanding group of researchers with related interests. Currently among these interests are strongly correlated electron systems and quantum/nanomaterials. The new theoretical appointment will also join a strong group of existing theoretical faculty in quantum optics, photonic bandgap materials, ultracold atoms, particle physics, cosmology and string theory. We invite prospective candidates to visit our home page at www.physics.utoronto.ca. For this position, we seek candidates with a PhD in physics and demonstrated, proven excellence in both research and teaching. The salary will be commensurate with qualifications and experience. Applicants should submit hard copies only of a curriculum vitae, list of publications, research plan, and must arrange for at least three letters of reference, to be sent to: Professor Henry M. van Driel, Chair, Department of Physics, University of Toronto, Toronto, Ontario, Canada M5S 1A7. Applications will be considered beginning November 15, 2002 until the position is filled. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world, and is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

SIMON FRASER UNIVERSITY — The Physics Department invites applications for a tenure track Assistant Professorship, to take effect in September 2003, subject to final budgetary approval. We are searching for an individual of outstanding background and exceptional promise who will establish a vigorous independent research program and who will have a strong commitment to undergraduate and graduate teaching. The Physics Department has a very broad research program in condensed matter physics and materials science, as well as research programs in biological physics, dynamical systems and high energy theory and experiment. In this current search, we are particularly interested in theoretical astrophysicists, cosmologists and particle physicists, experimentalists and theorists in atomic and molecular physics and experimentalists in soft condensed matter physics. However, excellent candidates in any area that complements the department's existing research programs will be given serious consideration. The Physics Department's home page can be accessed via http://www.sfu.ca/physics. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applications should include a curriculum vitae, publication list and a short statement of research and teaching interests. Candidates should arrange for three letters of recommendation to be supplied in confidence. All correspondence should be directed to Professor Michael Plischke, Chair, Department of Physics, Simon Fraser University, 8888 University Drive, Burnaby BC, Canada V5A 1S6 by December 15, 2002.

THE UNIVERSITY OF WINDSOR invites applications for a faculty position in Physics commencing July 1, 2003. Subject to Budgetary Approval. For a detailed position description visit our website at www.uwindsor.ca/facultypositions. Contact Dr. Keith Taylor, Director, School of Physical Sciences, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253 3000, Ext. 3526; Fax 519. 973 7098; Email: taylor@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janusz Dyakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca

THE UNIVERSITY OF WATERLOO — As part of its expansion in astrophysics, the Department of Physics invites applicants for two positions at the Assistant (tenure-track), Associate, or Full Professor level in the area of observational or theoretical extragalactic astrophysics. We are particularly interested in applicants with research interests in the areas of galaxy formation and evolution, Cosmic Background Radiation, large-scale structure and cosmological models. There is a potential for membership in the nearby Perimeter Institute for Theoretical Physics (http://www.perimeterinstitute.ca) as an Associate, and for participation in the Canadian Institute for Advanced Research (http://www.cifar.ca) Cosmology and Gravity Program, subject to approval by these organizations. The starting date for these positions is September 1, 2003. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range will be commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, Tel: (519) 888-4567, Ext. 6831; E-mail: physics@uwaterloo.ca. Applications received by 15 December 2002 will be given first consideration, however all applications will be considered until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our WEB page http://www.science.uwaterloo.ca/physics. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

THE UNIVERSITY OF WATERLOO — The Department of Physics invites applicants for a tenure-track position at the Assistant Professor level (in exceptional cases an appointment at a higher level is possible) in the field of experimental condensed matter physics and biophysics as well as theoretical condensed matter physics to begin in September 2003. Candidates in all areas of condensed matter physics will be considered. However, we are particularly interested in candidates with research interests in problems pertaining to: quantum phase transitions and quantum criticality, computational condensed matter theory, decoherence in solid state systems, strongly correlated quantum spin and/or electron systems, spectroscopic techniques (NMR, Raman, x-ray, neutron), and transport and bulk properties of strongly correlated electron and spin systems. Further information about the Department can be found on our WEB page http://www.science.uwaterloo.ca/physics. Applicants must have a PhD degree, a record of strong research accomplishments normally achieved through postdoctoral experience and promise for excellence in teaching. The salary range will be commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief research plan, and a statement of their teaching goals. A successful candidate in the area of theoretical condensed matter theory will be considered for an associate position at the Perimeter Institute of Theoretical Physics http://www.perimeterinstitute.ca/. Arrangements should be made for at least three letters of reference to be sent. Materials should be received by January 1 2003, and addressed to, Prof. Robert Mann, Department Chair, Condensed Matter Physics Search, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel. (519) 888-4567 Ext 6831; E-mail: physics@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — The Department of Physics invites applicants for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, noncommutative geometry, and other approaches, (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astroparticle physics, including early-universe and inflationary cosmology, standard-model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, Tel (519) 888-4567, Ext. 6831; E-mail: physics@uwaterloo.ca. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our WEB page http://www.science.uwaterloo.ca/physics. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

PHYSICS & ASTRONOMY

THE UNIVERSITY OF MANITOBA — The Department of Physics and Astronomy invites applications for a full-time tenure track position at the Assistant Professor level, beginning July 1, 2003 or as soon as possible thereafter. The department offers programs at both the undergraduate and graduate levels. We maintain a variety of vigorous, externally funded research programs of international caliber in both experimental and theoretical aspects of subatomic physics, atomic and molecular physics, condensed matter physics, as well as mass spectrometry and astronomy and astrophysics (www.physics.umanitoba.ca). We are seeking an experimental physicist with innovative research interests falling within the broad areas of subatomic physics, atomic and molecular physics, condensed matter physics or related interdisciplinary areas (eg., soft matter physics, nanoscale physics, etc.). The successful candidate will be expected to establish a vigorous, externally funded research program as well as teach undergraduate and graduate level physics. Winnipeg is a safe and hospitable city. Culturally diverse and rich in recreational opportunities, the city combines the amenities of urban life with easy access to the countryside and to northern lakes and forests. Housing prices are very attractive by North American standards. Applicants should possess a doctoral degree, relevant postdoctoral experience, and an established record of publication in leading journals. Candidates should submit a curriculum vitae, which includes a description of research interests, future plans, and a statement of teaching philosophy. Applications should include the names and addresses (including email) of at least three referees and be submitted to: Dr. Gwyn Williams, Chair of the Search Committee, Department of Physics and Astronomy, 301 Allen Building, University of Manitoba, Winnipeg, MB R3T 2N2, Canada. Email: gwill@cc.umanitoba.ca. Telephone: (204) 474-9817; Fax: (204) 474-7622. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. The closing date for receipt of applications is November 29, 2002. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

POLITICAL SCIENCE

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Political Science anticipates hiring for 5 tenure-track positions at the Assistant Professor level effective July 1, 2003 in: 1. Public Policy or Comparative Political Economy. The department welcomes a substantive focus in any policy field, including health policy, social policy, and economic policy, and a geographical focus either on Canada or on comparisons among advanced industrialized countries. 2 Canadian politics. A focus on the constitution, federalism, or central institutions would be welcome. 3. International relations, with specialization in international political economy. 4 International relations, with strong interest in international order and institutions. 5. Chinese politics. Applicants must have language ability and fieldwork experience. Applicants should currently hold a PhD or expect to complete the degree by the date of appointment. The criteria for selection of candidates will include potential for research of theoretical significance, excellence in teaching, and service to the University and community. The deadline for applications is November 1, 2002. The letter of application should indicate clearly which position or positions are being applied for and should be accompanied by a curriculum vitae. Applicants should also arrange to have three letters of reference sent to the following address: The Head, Department of Political Science, The University of British Columbia, C472-1866 Main Mall, Vancouver, B.C. V6T 1Z1, Canada. For further information on the department, including its Annual Report, please see the department's web site at www.politics.ubc.ca. The position is subject to final budgetary approval. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority.

THE UNIVERSITY OF BRITISH COLUMBIA — Thanks to the generosity of Stephen and Gail Jarislowsky, the University of British Columbia announces the creation of the Harold and Dorie Menzies Chair in the Study of Democracy. The appointment will be held in the Department of Political Science. Although the position is open as to rank, applicants should already have an international reputation in the study of democracy and democratization, preferably with a macro-institutional and comparative emphasis. The successful candidate will be expected to play an active role in building the UBC Centre for the Study of Democracy. The university hopes to make an appointment effective July 1st 2003. Prospective candidates should, therefore, submit letters of application, together with the names of three referees by November 1st, 2002 to the Head, Department of Political Science, University of British Columbia, C472-1866 Main Mall, Vancouver BC V6T 1Z1 Canada. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority.

YORK UNIVERSITY — Applications are invited for a tenure track appointment at the Assistant Professor level in Comparative Political Economy. Candidates are expected to demonstrate the promise of excellence in both scholarship and teaching at the undergraduate and graduate levels. Excellence in teaching should include an ability to respond pedagogically to York 's diverse student body. The successful candidate will have a completed PhD. Applicants should submit a curriculum vitae, appropriate samples of their scholarship and teaching evaluations, and arrange to have three letters of reference sent to Professor Isabella Bakker, Chair, Department of Political Science, Room S672, Ross Building, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3, Canada. This appointment is subject to budgetary approval. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Political Science welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadobs or a copy can be obtained by calling the affirmative action office at (416) 736-5213. Canadian citizens and permanent residents of Canada will be considered first for this position. However qualified candidates from other jurisdictions are strongly encouraged to apply. Deadline for applications: 31 October 2002.

YORK UNIVERSITY — Applications are invited for a tenure track appointment at the Assistant Professor level in Political Science who is a specialist in the International Politics of Diasporas. The international politics of diaspora refers to the historical and current movement of peoples understood in terms of migration, asylum and the involuntary transportation of people for example through the institutions of slavery and new forms of bondage. In particular we are interested in candidates who are able to illuminate and explain the ways in which the formation of diasporas serves to re-define local and global politics. A regional focus outside of Canada is required. Candidates are expected to demonstrate the promise of excellence in both scholarship and teaching at the undergraduate and graduate levels. Excellence in teaching should include an ability to respond pedagogically to York's diverse student body. The successful candidate will have a completed PhD. Applicants should submit a curriculum vitae, appropriate samples of their scholarship and teaching evaluations, and arrange to have three letters of reference sent to Professor

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University of Saskatchewan

Canada Research Chair in Computer Software & Systems Engineering

The Department of Electrical Engineering and the Department of Computer Science at the University of Saskatchewan jointly invite applications for a Tier I or Tier II Canada Research Chair in Computer Software and Systems Engineering. The focus of this position is on software and systems issues in embedded computer systems. Both Departments have excellent facilities to support research and teaching, and have close ties with industry through Telecommunication Research Laboratories (TRLabs, www.trlabs.ca) — one of Canada's leading research consortia in information and communications technology. Excellent research opportunities also exist at Canada's national synchrotron facility (the Canadian Light Source, www.cls.usask.ca) currently under construction on campus.

The Chair is expected to take a strong leadership role in the development of an active research program and be involved in teaching and developing undergraduate and graduate courses. Collaborative interactions with the ICT industry are also encouraged. Candidates should hold an earned PhD degree, have an impressive record of research, and have demonstrated teaching capability. The appointment will be at an academic rank and salary commensurate with qualifications and experience, and the appointment is subject to approval as a Canada Research Chair (www.chairs.gc.ca). Funding from the Canada Foundation for Innovation (CFI) matching fund is available for capital equipment.

Please send applications, including curriculum vitae, description of research interests, copies of up to five publications, and the names of three references to: **Dr. Kunio Takaya, Head, Department of Electrical Engineering, University of Saskatchewan, 57 Campus Drive, Saskatoon, SK, S7N 5A9, Canada.**

Electronic submissions are acceptable and can be sent by email to eecs.search@engr.usask.ca. Applications will be considered immediately and the competition will remain open until the position is filled.

All qualified candidates are encouraged to apply for Canada Research Chairs; however, Canadian citizens and permanent residents of Canada will be given priority. The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify.

THE UNIVERSITY OF BRITISH COLUMBIA

SCHOOL OF HUMAN KINETICS THREE FACULTY POSITIONS

The School of Human Kinetics at the University of British Columbia invites applications for full-time tenure-track appointments at the Assistant Professor level to fill three vacancies. In order to address under representation of members of designated equity groups among senior faculty, an appointment at a higher rank may be considered for a woman, visible minority, disabled or aboriginal applicant with exceptional qualifications. The School requires faculty who can provide interdisciplinary and specialized knowledge in physical activity and human movement. The appointment will become effective July 01, 2003, and will be subject to final budgetary approval. The University offers competitive salaries, start-up costs, and housing assistance.

The School of Human Kinetics is an interdisciplinary academic unit, with scholarly expertise in physical activity across the social and natural sciences. Faculty members in the School contribute significantly to the health and quality of life of diverse populations across a variety of settings. The School is committed to encouraging collaborative research and teaching with other members of the School as well as other university and extra-university units. The School of Human Kinetics offers programs leading to BHK, MHK, MA, MSc and PhD degrees. Additional information related to the School is available at http://www.hkin.educ.ubc.ca.

Applicants for these positions will have a completed doctorate degree, the ability to contribute to an interdisciplinary teaching and research program in Human Kinetics, a strong publication record for stage of career, and a commitment to excellence in teaching. The successful candidates will teach and develop undergraduate and graduate courses in their areas of specialty, supervise graduate students, develop a well-defined program of research, secure external research funding, and contribute to the affairs of the School.

The closing date for applications is **December 1, 2002**.

The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply, however Canadian citizens and permanent residents will be given priority.

A letter of application, a curriculum vitae, contact information only (email, addresses, phone) of three referees who have been asked to provide supporting letters for the application, together with a statement of research interests and copies of recently published articles (if available), should be sent to: **Dr. Peter Crocker, Director (pcrocker@interchange.ubc.ca), School of Human Kinetics, 210 War Memorial Gym, 6081 University Boulevard, Vancouver, B.C., V6T 1Z1.**

Adaptive Physical Education & Motor Development

Applicants should have a strong research interest in adaptive physical education and motor development as they relate to physical activity in schools, community and leisure settings. Expertise in either motor development or adaptive physical education may be considered. Additional expertise in one or more of the following areas would be an asset: curriculum and instruction, delivery issues, exercise therapy, Special Olympics, Para Olympics, and neuromuscular disorders.

Physical Activity & Bone Health

Applicants should have a strong research interest in areas related to physical activity and bone health. Research methods may include basic, applied, epidemiological or clinical trials. Expertise in the following areas would be considered an asset: the body mass (fat mass/obesity)-bone interface, bone-muscle interface, the economics of bone health, the biomechanics of bone, and pediatric endocrinology and bone health.

Sociology of Health & Physical Activity

Applicants should have a strong research interests concerned with people's experiences related to their health and to physical activity, and with the social-structural factors that frame and impact these experiences. Expertise in the following topics related to health and physical activity would be an asset: gender, race, ethnicity, social class, aging, children and youth, policy issues, deviance, violence, politics, economics, globalization and international perspectives, social movements, mass media and popular culture, perspectives on the body and social space, and socio-historical and socio-geographical perspectives.

Isabella Bakker, Chair, Department of Political Science, Room 5072, Ross Building, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. This appointment will commence 1 July 2003, subject to budgetary approval. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Political Science welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position. Deadline for applications: November 15, 2002

WILFRID LAURIER UNIVERSITY — The Department of Political Science invites applications for two tenure-track appointments, at the Assistant Professor level, to commence July 1, 2003, and both are subject to budgetary approval. Applicants should demonstrate academic excellence and research interest in one of the following IR areas: international political economy, globalization, international law, foreign policy, and other policy areas. Applicants' broader knowledge and understanding of IR theories would be an asset. Successful applicants will be expected to teach at the introductory level in a large class environment. Applicants should have a PhD in political science (completed or near completion). The Department has both undergraduate and graduate programs. Applications, including a curriculum vitae and the names of three referees, should be sent by November 15th, 2002 to Dr. David Docherty, Chair, Political Science Department, Wilfrid Laurier University, 75 University Avenue, West, Waterloo, Ontario. N2L 3C5. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

CONCORDIA UNIVERSITY — The Faculty of Arts & Science, has up to four tenure-track positions available, two in Comparative Politics, one in American Politics and one in Canadian Politics. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm

McMASTER UNIVERSITY — The Department of Political Science invites applications for a tenure-track position in International Relations (IR) at the Assistant Professor level starting July 1, 2003. The candidate must have a program of research in International Relations and a demonstrated interest in IR theories, including a familiarity with the range of contending theoretical perspectives that characterize the contemporary field. The candidate must be able to teach a graduate level course in International Relations theory, supervise students in the Department's IR PhD field, and teach undergraduate courses in an aspect of International Relations. An ability to teach, conduct research and supervise doctoral students in an area of International Relations other than International Political Economy (in which the Department has existing strength) would be an asset. The candidate should have a PhD or be near completion and show promise of excellence in teaching and research. The Department expects the person who takes up the position to engage in an independent research program yielding significant peer-reviewed publications. Applications, including a curriculum vitae, three letters of reference, a teaching dossier (including an outline for a one term IR theory graduate course) and a copy of a recent publication or paper should be sent to Dr. Tony Porter, Chair, Department of Political Science, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4M4. Canadian citizens and permanent residents will be considered first for this position. McMaster University is committed to employment equity and encourages applications from all qualified applicants, including aboriginal peoples, persons with disabilities, members of visible minorities, and women. Deadline for applications: November 1, 2002.

PSYCHOLOGY

McGILL UNIVERSITY — The Department of Psychology invites applications for a tenure-track position at the Assistant or Junior Associate Professor level in Quantitative Psychology. The position may be in any area of quantitative psychology but candidates involved in the development of data analysis techniques appropriate to behavioural or neural science are particularly encouraged to apply. Applicants at the Assistant Professor level should present early evidence of the ability to establish a record of significant externally funded research productivity, and applicants at the Associate Professor level should have such a record. Applicants are expected to have a doctorate in psychology or a closely related field at the time of appointment. All applicants are expected to have an aptitude for undergraduate and graduate teaching. Review of applications will begin November 15, 2002 and continue until suitable candidates have been identified. Candidates should submit a curriculum vitae, a description of research interests and academic goals, a description of their teaching interests, experience and philosophy, and some selected reprints of publications. They should also arrange for three confidential letters of recommendation to be sent to Chair, Quantitative Psychology Search Committee, Department of Psychology, McGill University, 1205 Dr. Penfield Avenue, Montreal, Quebec, Canada H3A 1B1. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority.

SAINT MARY'S UNIVERSITY — Applications are invited for a tenure-track appointment at the Assistant Professor level starting January 1, 2003. Candidates are expected to have a PhD in psychology or to be near completion of the degree. We seek individuals with teaching and research skills in industrial-organizational psychology and/or related areas. We are particularly interested in candidates with active research interests related to leadership, occupational health and safety including work stress, work motivation, human performance, and personality applied to work. The successful applicant may also be called upon to teach in the areas of introductory psychology, statistics, research methods, and psychometrics; experience in these areas is an asset. The successful applicant will be expected to conduct and supervise research and to contribute to the Department's graduate program. The Department has a major and honours curriculum and offers an M.Sc. degree in industrial and organizational psychology and a certificate program in Human Resource Management. The successful applicant will also have the opportunity to participate in the University's new doctoral program in Management (Human Resources) offered through the Frank H. Sobey Faculty of Commerce and in the newly established CN Centre for Occupational Health and Safety. Candidates should present evidence, commensurate with experience, of research excellence, scholarly productivity, and preparation for teaching and research supervision at both the graduate and undergraduate levels. This is an international search and candidates of all nationalities are encouraged to apply. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and people with disabilities. Saint Mary's University is located in the historic port city of Halifax, Nova Scotia, a vibrant, urban community of over 300,000 people. Halifax is a major educational centre for Atlantic Canada and is home to five universities. It is conveniently located to recreational areas and to other major urban centres in Canada and the Northeastern United States. For additional information about the University and the Department please see our website at http://www.stmarys.ca. Applicants should furnish a curriculum vitae, copies of reprints, a letter describing teaching and research interests, and three letters of reference (sent directly by referees) to Dr. Vic Catano, Department of Psychology, Saint Mary's University, Halifax, NS B3H 3C3. Telephone (902) 420-5845, Fax (902) 420-5121. Email: catano@husky1.stmarys.ca. Review of applications begins immediately and will continue until the position is filled. The position is available for a January 1, 2003, or later, start date.

CONCORDIA UNIVERSITY — The Faculty of Arts & Science has one tenure-track position available in the area of Clinical Psychology. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm

THE UNIVERSITY OF NEW BRUNSWICK (Saint John) — The Department of Psychology is inviting applications for a tenure-stream position in Psychology, at the Assistant Professor level, commencing either January 1st 2003 or July 1st 2003, depending on the availability of the successful applicant. The position is subject to budgetary approval. The Department offers majors, honours, and masters degrees in Psychology and is involved in a PhD program in collaboration with UNB Fredericton. The Department also participates in a Bio-Psychology Major, and a Sports and Exercise Psychology Major. Applicants of particular interest to our department will be those with training, teaching and research backgrounds in one or more of the following areas: Applied Social Psychology, Health Psychology, Neuropsychology and Clinical Psychology. Those applicants with demonstrated ability to teach courses at both the graduate and undergraduate levels (including introductory psychology) are preferred. The successful applicant will have the opportunity to develop a course in his/her area of expertise. To further research interests, the applicant may take advantage of the close relationship between the university and a regional hospital located adjacent to the campus and a Centre for Criminal Justice Studies which has close ties to the Department of Psychology. The successful applicant will be expected to pursue an active programme of research. A PhD is required. Salary range will be based upon qualifications and experience. Applications, with curriculum vitae and the names and addresses of three referees, should be sent to Dr. Robert MacKinnon, Dean of Arts, University of New Brunswick, P.O. Box 5050, Saint John, N.B., E2L 4L5. The deadline for the receipt of applications is November 1st, 2002. Questions concerning this position may be directed to Dr. Michael Bradley, Acting Chair, Department of Psychology, at bradley@unbsj.ca. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

THE UNIVERSITY OF WINDSOR invites applications for faculty positions in the Department of Psychology commencing July 1, 2003. Subject to Budgetary Approval. Detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Shelagh Towson, Head, Psychology, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 2215; Fax: 519.973.7023; Email: towson@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca

THE UNIVERSITY OF WATERLOO — The Department of Psychology invites applications for a tenure-track assistant professor in our CPA and APA accredited Clinical Psychology Training Program. Candidates should have a PhD from an accredited clinical psychology program, an approved internship, and should be registered or eligible for registration with the Ontario College of Psychologists. Responsibilities will include undergraduate and graduate teaching, supervision of graduate students' clinical and research work, and the conduct of an on-going research program. We have a preference for someone with child clinical interests, although applicants with adult clinical expertise will also be considered. We welcome applicants who have a strong, theory-driven, research investment that will be attractive to graduate students. Information about the Department can be found at: http://www.psychology.uwaterloo.ca. The anticipated start date for the position is July 1, 2003. Review of applications will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Clinical Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — The Department of Psychology at the University of Waterloo invites applications for a tenure-track assistant professor in Industrial/Organizational Psychology. Candidates should have a PhD in Psychology, Organizational Psychology, or equivalent field and a strong interest in developing an independent research program. Candidates with expertise in either personnel or organizational psychology will be considered. Responsibilities will include undergraduate and graduate teaching, graduate student supervision, and the conduct of an on-going research program. Information about the Department can be found at: http://www.psychology.uwaterloo.ca. The anticipated start date for the position is July 1, 2003. Review of applications will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: I/O Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds.

RELIGIOUS STUDIES

THE UNIVERSITY OF LETHBRIDGE — The Religious Studies Programme invites applications for a probationary (tenure-track) position in East Asian Religions, Buddhism, at the rank of Assistant Professor to begin 1 July 2003, subject to budgetary approval. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. The ideal applicant will have a PhD in Religious Studies (or near completion), demonstrated teaching ability, sound research record or clear evidence of potential, and the ability to work in a small but popular programme. Our expanding programme now serves about 600 students each year. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. New faculty are eligible for university funding in support of research and scholarly activities. The University is an equal opportunity employer and offers a non-smoking environment. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrollment of approximately 7,000 students. Our focus on liberal education, selected professional programs, smaller classes, co-op placements and involvement of students in faculty research provides the very best education available. For more information about the University please visit our web site at www.uleth.ca. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and publications (reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Dr. Tom Robinson, Coordinator, Religious Studies, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4, Telephone: (403) 329-2541, Fax: (403) 329-5108, or e-mail: robinson@uleth.ca. The closing date for applications is November 15, 2002.

THE UNIVERSITY OF OTTAWA — The Department of Classics and Religious Studies announces the opening of a full-time, tenure-track position for an assistant or associate professor starting 1 July 2003. Field of specialization: Religion and Culture. PhD relevant to the field of religious studies is required. Preference will be given to candidates who have sufficient refereed publications to qualify for supervising graduate research at the University of Ottawa. Preference will be given to candidates whose research and teaching experience demonstrates competence in two or more of the following subspecialties: religions in Canada, including aboriginal religions; women and religions; sociology, anthropology or psychology of religion; religion and intercultural studies; religion and popular culture. The successful candidate will be expected to teach and direct research at the undergraduate and graduate levels in English and in French. This is a bilingual position and active and demonstrated teaching competence in both languages is a condition of tenure. Salary is commensurate with qualifications and experience, and consistent with the University's Collective Agreement. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Equity is a University policy. The University strongly encourages applications from women. Applications, including a curriculum vitae, and three letters of reference, should reach the department by 15 December 2002. Address to: Dr. Pete Beyes, Chair, Department of Classics and Religious Studies, University of Ottawa, 70 Laurier Avenue East, Ottawa, Ontario, K1N 6N5 Canada, Tel. 613-562-5714, Fax 613-562-5991, E-mail: pbeyer@uottawa.ca

ST. THOMAS MORE COLLEGE — The Department of Religious Studies of St. Thomas More College, the Catholic college federated with the University of Saskatchewan, invites applications for a tenure stream appointment in Religious Studies at the rank of Assistant Professor, commencing July 1, 2003. The candidate should have a completed Ph.D. (or equivalent) or be close to completion, and show promise of excellence in teaching and scholarly research. We are seeking a candidate with a competency in Christianity in the modern world. Particularly beneficial would be a candidate with an interest in contemporary questions relevant to the Canadian context. Our department collaborates fully with the Religious Studies Department of the College of Arts & Science (UofS) and so the applicant should demonstrate a willingness and ability to work collaboratively, in an interdisciplinary environment and within the graduate studies program. Applications, including curriculum vitae, transcripts, representative publications, and teaching dossier (including, e.g., course evaluations and course outlines), should be sent to Chair, Dept. of Religious Studies, St. Thomas More College, 1437 College Dr., Saskatoon, SK., S7N 0W6. Queries regarding the position may be addressed to maryann.beavis@usask.ca. Letters assessing the applicant should be should be sent directly from three referees. All documentation should be received by the Department Chair by October 31, 2002. If possible, candidates should be available for preliminary interviews at the AAR Annual Meeting in Toronto. All qualified candidates are encouage to apply, however, Canadians and permanent residents will be given priority. St. Thomas More College is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and Aboriginal people.

SCIENCE & TECHNOLOGY STUDIES

YORK UNIVERSITY — The School of Analytic Studies and Information Technology (SASIT) invites applications for a tenure stream position at the assistant professor level in Science and Technology Studies with specialization in twentieth century or recent science and technology. The Science and Technology Studies Program focuses on the history, philosophy and social studies of modern science and technology. The successful candidate will be expected to teach courses in the Natural Science curriculum and must therefore have demonstrated competence in this area. Applicants should have a strong record of teaching and research, and a PhD in Science and Technology Studies, history of science and technology, or related field. The successful candidate will be expected to teach and develop new STS courses, be actively engaged in research, and teach Natural Science general education courses. Preference may be given to those who are also able to teach STS courses of relevance to students in Information Technology. More information on the STS program can be found at http://www.atkinson.yorku.ca/fnchast.htm. A letter of application, a curriculum vitae, and three confidential letters of recommendation should reach the Coordinator by November 15, 2002 or until filled. Dr. Ernst Hamm, STS Search Coordinator, School of Analytical Studies and Information Technology, 527 Atkinson, email: ehamm@yorku.ca, phone 416-736-5232, fax 416-736-5188. For all positions the letter of application should have appended curriculum vitae and the names of three referees. Application letters should identify areas of teaching and research interest. At least one letter should address teaching.

McGill

Faculty Position in Language Neuroscience

The School of Communication Sciences & Disorders of McGill University invites applications for one junior tenure-track appointment at the Assistant/Associate Professor level. The selected candidate will have the opportunity to participate in a major multidisciplinary initiative at McGill, including collaborations with the recently-established Centre for Research on Language, Mind and Brain, the Montreal Neurological Institute, and the Lady Davis Institute of the Sir Mortimer B. Davis Jewish General Hospital, all of which have benefited from an expansion of experimental facilities made possible by grants from the Canada Foundation for Innovation. We are particularly interested in applicants with an established record of research on the neural bases of higher levels of language processing. Expertise in multi-modal neural imaging techniques (e.g., MEG, TMS, ERP, fMRI, PET) is preferred.

Interested applicants should send their curriculum vitae and a short statement of research interests, selected reprints, and arrange for three letters of recommendation to be sent directly to:

Marc D. Pell, PhD
School of Communication Sciences & Disorders
McGill University
1266 Pine Avenue West
Montreal, QC H3G 1A8, Canada
by **December 1st, 2002**

All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. McGill University is committed to equity in employment

www.mcgill.ca

UNBC

College of Science & Management

Chair, Business Administration and Environmental Planning Programs

The University of Northern British Columbia invites applications for the position of Chair of the combined Business Administration Program and Environmental Planning Program within the College of Science and Management. The two programs are to be administered as a unit, but remain academically distinct. The successful candidate will be responsible for the budget and direction of these programs within the College of Science and Management. The Business Administration Program has the largest student enrolment at UNBC. The ideal candidate is a full professor from a business faculty with skills in research, program development, academic administration, teamwork, and mentoring junior faculty. Applicants with other suitable credentials will be given serious consideration.

This position requires a dynamic and pro-active leader focused on achieving the full potential of the two programs, with challenges that include:

- Developing graduate programs in the two schools
- Developing liaisons with the business and professional communities
- Recruiting faculty
- Fostering research including interdisciplinary research
- Promoting and building two growing programs
- Building research and endowment funds for the programs

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Please forward your curriculum vitae and the names and addresses of three references (including telephone, fax numbers and email addresses), quoting **Competition #FABU22-02EB** to: **Dr. Deborah Poff, Vice President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300.** Please direct inquiries to Dr. William McGill, Dean, College of Science and Management, at (250) 960-5755. Fax: (250) 960-5537. Email: mcgill@unbc.ca. Applications received before **October 31, 2002** will receive full consideration, however applications will be accepted until the position is filled.

For more information, visit our Web site: **www.unbc.ca**

In accordance with Canadian Immigration requirements, priority will be given to Canadian Citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA www.UNBC.ca

CAREERS CARRIÈRES

SCIENCE ÉCONOMIQUE

UNIVERSITÉ YORK (Collège Universitaire Glendon) — Le Département de science économique du Collège universitaire Glendon, faculté bilingue d'arts libéraux de l'Université York, sollicite des candidatures pour un poste menant à la permanence, au rang de professeur(e) adjoint(e). La création de ce poste est liée à l'autorisation budgétaire de l'Université. Les candidat(e)s doivent être bilingues, français-anglais, et détenir un doctorat en science économique. Toutes les spécialisations sont ouvertes, mais nous encourageons particulièrement les spécialistes en microéconomie, théorie des jeux et en théorie économique. Les candidat(e)s doivent pouvoir enseigner et faire de la recherche en français et en anglais. Les fonctions comprennent l'enseignement au niveau du 1er cycle, et éventuellement au niveau des 2e et 3e cycles, ainsi que la recherche et les tâches administratives. On donnera la préférence aux candidat(e)s qui ont de l'expérience dans l'enseignement, qui disposent d'un dossier solide en recherche et publication indiquant une connaissance des études en français et en anglais, qui ont les compétences nécessaires pour contribuer activement au programme d'études supérieures de York. Le salaire offert sera fixé en fonction de la convention collective et de l'expérience. Prière de faire parvenir une lettre de candidature accompagnée du curriculum vitae à Monsieur Xavier de Vansay, directeur, Département de science économique, Collège universitaire Glendon, Université York, 2275 Bayview Avenue, Toronto (Ontario) M4N 3M6 Date d'entrée en fonction : le 1er juillet 2003

Les candidat(e)s doivent prendre des dispositions pour faire envoyer directement trois lettres de recommandation au directeur du département. L'une de ces recommandations au moins doit porter sur l'enseignement. L'étude des candidatures commencera le 6 janvier 2003 et se poursuivra jusqu'à la prise de décision. L'université York a adopté un programme d'action positive pour l'embauche des professeurs/professeures et des bibliothécaires. Ce programme s'applique aux femmes, aux minorités raciales et visibles, aux personnes ayant un handicap et aux autochtones. Les personnes appartenant à l'un de ces groupes doivent en faire état pour bénéficier du programme d'action positive. Le département de science économique encourage les demandes d'emploi des personnes appartenant à ces groupes. Pour plus de renseignements sur le programme d'action positive, veuillez consulter le site Web de York à l'adresse www.yorku.ca/acad/jobs/, ou demander un exemplaire du programme auprès du Bureau du programme d'action positive au numéro (416) 736-5713. On examinera en priorité pour ce poste la candidature des personnes de nationalité canadienne ou détenant le statut de résident permanent.

SCIENCES DES RELIGIONS

L'UNIVERSITÉ D'OTTAWA — Le Département des études anciennes et de sciences des religions sollicite des candidatures pour un poste de professeur au rang d'adjoint ou d'agrégé menant à la permanence, ouvert à partir du 1er juillet 2003. Domaine de spécialisation: Religion et culture. Le candidat ou la candidate devra être titulaire d'un doctorat pertinent aux sciences des religions et disposer de publications à caractère universitaire pour être reconnu apte à diriger des études supérieures à l'Université d'Ottawa. On donnera la préférence aux candidates et candidats qui feront la preuve de leur compétence dans deux ou plus des spécialisations suivantes: religions au Canada, y compris les religions autochtones, femmes et religions; sociologie, anthropologie ou psychologie des religions, religion et études interculturelles; religion et culture populaire. Il ou elle doit avoir une maîtrise suffisante des langues françaises et anglaise pour pouvoir enseigner et diriger des recherches en l'une et l'autre, aux premier, deuxième et troisième cycles, soit du niveau du baccalauréat au doctorat. Le bilinguisme actif sera condition de permanence. Le traitement et la charge de travail seront en conformité avec la convention collective. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. Le dossier de candidature comprenant lettre de présentation, curriculum vitae, et trois lettres de recommandation devra parvenir au plus tard le 15 décembre 2002 à Monsieur Peter Boyer, directeur, Département des études anciennes et de sciences des religions, Université d'Ottawa, 70, avenue Laurier est, Ottawa (Ontario) K1N 6N5, Tél. 613-562-5714, Télécop. 613-562-5991, Courner-el . pboyer@uottawa.ca

SOCIAL SCIENCES

YORK UNIVERSITY — The School of Social Sciences invites applications for a tenure stream position in Public Administration at the Assistant Professor level to begin July 1, 2003. The School of Social Sciences is seeking an individual who is enthusiastic about developing Public Administration as a Professional Program within the context of the newly redesigned School of Social Sciences. The scholar appointed to this position will teach the core public administration course, and may also teach the very popular public law courses included in the BA program in Public Administration and Management and the Certificate in Public Sector Management. Areas of specialization are open and include political science, public law, criminology, human rights, sociology, anthropology, social geography and related fields. Research is a high priority in the School of Social Sciences and the successful candidate will have a strong research and publication record and will be able to teach and supervise at the graduate level. Sensitivity and willingness to explore issues of race, ethnicity, gender, sexual orientation, social class or ability or other social justice issues, as well as to consider the use of information technology in teaching would be assets. The School of Social Sciences houses two disciplinary degree programs (Political Science and Sociology) and a newly created interdisciplinary Social Sciences degree program, as well as a number of areas of concentration dealing with gender and families, diaspora cultures, social justice, communication studies, education, public policy and administration, political economy and political and social thought. Applications will be considered from candidates with a completed PhD or a PhD to be completed by the date of appointment or the equivalent professional experience.

YORK UNIVERSITY — The School of Social Sciences invites applications for a one year contractually limited appointment in interdisciplinary Social Sciences at the Assistant Professor level. The School is seeking a dynamic scholar to teach in the undergraduate Social Sciences general education program and in particular to teach its revised core course, the Foundations of Social Sciences. Applicants should combine strength in interdisciplinary social sciences with the study of ethnic communities and ethnicity in relation to gender and citizenship and/or communication studies. Experience with or a willingness to explore the use of information technology in teaching is also an asset. Areas of specialization are open. The School of Social Sciences has two disciplinary degree programs (Sociology and Political Science), a newly created interdisciplinary Social Sciences degree and a number of areas of concentration dealing with gender and families, diaspora cultures, social justice, communication studies, education, public policy and administration, political economy and political and social thought. Applications will be considered from candidates with a completed PhD or a PhD to be completed by the date of appointment. For both positions the deadline for applications is November 15, 2002. Applicants should send their curriculum vitae and a summary of teaching and research interests and experience with the names of three referees to Dr. Wenona Giles, Chair, School of Social Sciences, 303 Atkinson, email wgiles@yorku.ca, phone 416.736.5235, fax 416.650.3876.

SOCIAL WORK

THE UNIVERSITY OF WINDSOR invites applications for faculty positions in the School of Social Work commencing July 1, 2003 Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions Contact: Dr. Frank Hawkins, Head, School of Social Work, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 3067; Fax: 519.973.7036, Email: socwork@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca

SOCIOLOGY

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Sociology and the Faculty of Information and Media Studies (FIMS) invite applications for a full-time, probationary appointment (tenure track) at the rank of Assistant Professor to begin July 1, 2003. This position is a joint appointment between the two units. Candidates must have a PhD completed or nearing completion in Sociology, Communication, Media Studies or related areas and show evidence of strong research potential and excellence in teaching. This advertisement is directed to individuals who have teaching and research interests that focus, in one way or another, on interdisciplinary questions that arise at the intersection of information, technology, and society. Expertise in one or more of the following areas is expected: theories of the mass media, media and communication technologies in contemporary society; the sociology of virtual communities; the sociology of knowledge and media; shaping and understanding public opinion; social contexts of information, news and information in the global society; advertising and public opinion; social contexts of information, social informatics. Experience with qualitative methods is an asset. The successful candidate will teach four semester-length courses a year; two in the Faculty of Information and Media Studies and two in the Department of Sociology. The Department of Sociology in the Faculty of Social Science has been rated one of Canada's best, with 26 full-time faculty, a Graduate program of 20 PhD and 35MA candidates and an undergraduate program with an enrolment of 700 students. Western's Sociology Department has attracted large research funding and provides a research-friendly culture. The Faculty of Information and Media Studies is a vibrant, expanding faculty of more than 35 full-time faculty members and 17 non-academic staff. It currently offers an undergraduate program in Media, Information, and Technoculture, with an enrolment of 700 students as well as an MA in Journalism, a Master's and doctoral program in Library and Information Science, and a newly launched graduate program in Media Studies. Information about us and descriptions of our programs are available at http://www.fims.uwo.ca and at http://www.sscs.uwo.ca/sociology. The University of Western Ontario is a research-intensive University of 27,000 full-time equivalent students. Interested candidates are invited to send their curriculum vitae, names and addresses of three references, copies of their scholarly writing, and a cover letter outlining their interest in the position, by December 1, 2002, to: Dr. Catherine Ross, Dean, Faculty of Information and Media Studies, Middlesex College, The University of Western Ontario, London, ON, Canada N6A 5B7, Phone: 519-661-3542, Fax: 519-661-3506. The position is subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

CONCORDIA UNIVERSITY — The Faculty of Arts & Science has up to two tenure-track positions available in economic globalization and one in social inclusion/exclusion. Please see our full-page display ad in this issue or visit us on the Web at http://arts-and-science.concordia.ca/internet/jobs.cfm.

ST. THOMAS MORE COLLEGE — The Department of Sociology at St. Thomas More College, a Catholic college federated with the University of Saskatchewan, invites applications for a tenure-stream position in Sociology at the level of Assistant Professor, commencing July 1, 2003. The STM Sociology department collaborates directly with and is integral to the scholarly work of the Sociology Department at the University of Saskatchewan. The successful candidate will have a PhD in Sociology with specialization in the sociology of globalization, development and the environment. The candidate will be expected to teach core sociology courses, such as introductory sociology, social theory, and methodology, and will have the opportunity to supervise graduate students. Applicants should send a letter, a full curriculum vitae, including the names of three referees, documentation of teaching including teaching evaluations, and copies of written work and/or publications by October 31, 2002 to Dr. Eugenia Valenzuela, Chairperson, Department of Sociology, St. Thomas More College, 1437 College Drive, Saskatoon Saskatchewan, S7N 0W6. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. St. Thomas More College is committed to Employment Equity. Members of designated groups, women, Aboriginal people, people with disabilities, and visible minorities are encouraged to self-identify on their application. For more information on the Sociology Department and St. Thomas More College, visit http://www.usask.ca/stm/ or contact Dr. Valenzuela at 306-966-8047 (voice), 306-966-8904 (fax), eugenia.valenzuela@usask.ca

THE UNIVERSITY OF WINDSOR invites applications for faculty positions in the Department of Sociology and Anthropology. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Tanya Basok, Interim Department Head, Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2190, Fax: 519.971.3621, E-mail: basok@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakrich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca

MCGILL UNIVERSITY — Applications are invited for up to five tenure-track positions, commencing August 2003. Appointments are likely to be made at the Assistant Professor level, but we will accept applications at all ranks in the following areas: social statistics; deviance, crime and social control; health and illness; work, gender and family, and development and ethnicity. Ability to teach advanced qualitative or quantitative methods is expected. Interested persons should write to: Chair, Recruitment Committee, Department of Sociology, McGill University, Room 712 Leacock, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7, enclosing a curriculum vitae and a sample of work. Candidates should ask three referees to send confidential letters on their behalf. Applications should be received by October 15, 2002, but will be accepted until the positions are filled. McGill University is committed to equity in employment. For more information on the Department, visit our website at: http://www.arts.mcgill.ca/programs/sociology/. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The language of instruction at McGill is English but a working knowledge of French is an asset.

SPANISH

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of French, Hispanic and Italian Studies invites applications for an Assistant Professor of Spanish (tenure-track) position to commence July 1, 2003, subject to final budgetary approval. Candidates should have

CAUT ACPPU BULLETIN

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005; tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, d'handicap, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes aussi bien qu'aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005, tél: (202)737-5900.

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AD DEADLINES 2002–2003

The *Bulletin* is published 10 times during the academic year, once a month September through June.

ISSUE	CLASSIFIED	DISPLAY
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	September 2002
November	October 7/02	October 14/02
December	November 7/02	November 14/02
January	December 2/02	December 9/02
February	January 8/03	January 15/03
March	February 7/03	February 14/03
April	March 7/03	March 14/03
May	April 7/03	April 14/03
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Le *Bulletin* est publié dix fois pendant l'année universitaire, une fois chaque mois, de septembre à juin.

NUMÉRO	PETITES ANNONCES	GRANDES ANNONCES
Septembre	7 août 2002	14 août 2002
Octobre	9 septembre 2002	16 septembre 2002
Novembre	7 octobre 2002	14 octobre 2002
Décembre	7 novembre 2002	14 novembre 2002
Janvier	2 décembre 2002	9 décembre 2002
Février	8 janvier 2003	15 janvier 2003
Mars	7 février 2003	14 février 2003
Avril	7 mars 2003	14 mars 2003
Mai	7 avril 2003	14 avril 2003
Juin	7 mai 2003	14 mai 2003

Les dates limites tombent à midi, HNE. Il n'y a aucune modification ou annulation après la date limite.

LE BULLETIN DE L'ACPPU

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a specialization in nineteenth and twentieth-century Spanish Peninsular literature. The successful candidate will be required to teach language courses at all levels, and should demonstrate intellectual breadth and flexibility as the Department increasingly moves in new cultural directions. We seek outstanding candidates who will complement existing strengths and interests within the Department and in programs, such as Comparative Literature, Latin American Studies, European Studies or Women's Studies. Requirements: PhD in hand, demonstrated record of publication and successful teaching, native or near-native fluency in Spanish. Applicants should send a current curriculum vitae and a sample of their publications. Applicants should also arrange for three letters of reference to be sent directly to: Derek C. Carr, Acting Head, Department of French, Hispanic and Italian Studies, The University of British Columbia, Vancouver, BC V6T 1Z1, Tel: 604-822-2879, Fax: 604-822-6575, E-mail: fhis@arts.ubc.ca. Completed applications must be received by November 1, 2002. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however, Canadians and permanent residents of Canada will be given priority.

THE UNIVERSITY OF TORONTO — Tenure-track position in Spanish Golden Age literature at the Assistant Professor level, effective July 1, 2003. Required: PhD in Spanish, with a strong research record in drama, poetry or non-Cervantine narrative; evidence of potential for sustained excellence in research; evidence of excellence in teaching, willingness to teach intermediate or advanced language courses; native or near-native fluency in Spanish and English. A demonstrated secondary interest in medieval literature is a strong asset. Salary will be commensurate with qualifications and experience. Applications must be received by November 18, 2002. Please send a letter of application and curriculum vitae and arrange to have three letters of reference sent to Professor Stephen Rupp, Chair, Department of Spanish and Portuguese, 91 Charles Street West, #208, University of Toronto, Toronto, Ontario, Canada M5S 1K7. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world.

THE UNIVERSITY OF TORONTO — Assistant Professor of Spanish American Literature. Tenure-track position in Spanish American literature at the Assistant Professor level, effective 1 July 2003. Required: PhD in Spanish, with a strong research record in modern Spanish American prose narrative; evidence of potential for sustained excellence in research; evidence of excellence in teaching; willingness to teach intermediate and advanced language courses; native or near-native fluency in Spanish and English. A broadly defined interest in Latin American cultural studies, including nineteenth-century literature and/or Brazilian studies, is an asset. Applications must be received by November 18, 2002. Please send a letter of application and curriculum vitae and arrange to have three letters of reference sent to Professor Stephen Rupp, Chair, Department of Spanish and Portuguese, 91 Charles Street West, #208, University of Toronto, Toronto, Ontario, Canada M5S 1K7. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world.

CONCORDIA UNIVERSITY'S Faculty of Arts & Science has one tenure-track position available in Twentieth and/or Nineteenth Century Spanish Peninsular Literature and Culture. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm

THE UNIVERSITY OF VICTORIA — The Department of Hispanic and Italian Studies invites applications for a tenure-track position in Latin American Literature and Latin American Culture from independence to the present. We are seeking to make the appointment at the rank of Assistant or Associate Professor. Applicants must hold a PhD in Hispanic Studies (Literature), have a native or near-native fluency in Spanish and English, and be demonstrably active in teaching a variety of courses, and in research and publication. The successful candidate will teach Latin American Literature and Culture and Spanish Language. A willingness to contribute to the life and continued growth of the department is essential. The appointment will commence on July 1, 2003. The rank of appointment will depend on the qualifications of the successful candidate. Please send a letter of application, a curriculum vitae, copies of representative publications, copies of recent student evaluations, and the names of three referees (who must write directly to the Department Chair) to: Dr. Lloyd Howard, Chair, Department of Hispanic and Italian Studies, University of Victoria, PO Box 3045, Victoria, British Columbia, V8W 3P4, Canada. Tel: (250) 721-7413, Fax: (250) 721-6608, Website: http://web.uvic.ca/hispanic/, e-mail: lhoward@uvic.ca. Applications are to be received by November 15, 2002. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples in accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority.

TECHNOLOGIE DE L'INFORMATION

L'UNIVERSITÉ YORK (College Universitaire Glendon) — Le Collège universitaire Glendon, faculté bilingue d'arts libéraux de l'Université York, sollicite des candidatures pour un poste menant à la permanence, au rang de professeur(e) adjoint(e) ou professeur(e) agrégé(e) dans le programme de Technologie de l'information du Département d'informatique. La création de ce poste est liée à l'autorisation budgétaire de l'Université. Le programme de Technologie de l'information à York est un programme pluridisciplinaire inter-facultés, qui combine des études d'informatique avec une vaste gamme d'études en arts libéraux. Les candidats doivent être bilingues, anglais-français, et détenir un doctorat en technologie de l'information, en informatique ou dans une discipline connexe. Les candidats qui n'ont pas de doctorat en informatique doivent avoir une solide formation en informatique ou en technologie de l'information. Les candidats doivent avoir la capacité manifeste d'établir des liens entre l'informatique et au moins un domaine des arts libéraux. Tous les domaines nous intéressent, mais plus particulièrement les suivants : gestion de l'information dans les organismes et développement de systèmes, systèmes d'exploitation, gestion de réseaux et communication, et conception et production de nouveaux supports d'information. On donnera la préférence aux candidats qui ont acquis de l'expérience dans l'enseignement, qui ont des publications à leur actif et dont la recherche est en rapport avec la technologie de l'information. Les candidats au rang de professeur(e) agrégé(e) doivent avoir un solide dossier de recherche et pourraient être appelé(e)s à jouer un rôle important dans la planification et l'administration du département. Les candidats doivent pouvoir enseigner et mener leur recherche en français et en anglais. Les fonctions comprennent l'enseignement au niveau du 1er cycle et éventuellement, aux niveaux des 2e et 3e cycles, la recherche et les responsabilités administratives. Le salaire offert sera fixé en fonction de la convention collective et de l'expérience. Prière de faire parvenir la lettre de candidature accompagnée du curriculum vitae à Monsieur J.R. Savary, directeur, Département d'informatique, Collège Glendon, 2275 Bayview Avenue, Toronto (Ontario), M4N 3M6. Date d'entrée en fonction: le 1er juillet 2003. Les candidats doivent aussi prendre des dispositions pour faire envoyer trois lettres de recommandation directement au directeur du Département. Une de ces recommandations au moins doit porter sur l'enseignement. Les candidatures seront examinées à partir du 15 novembre, 2002 et le processus se poursuivra jusqu'à ce que le poste soit offert à un(e) candidat(e). L'Université York a adopté un programme d'action positive pour l'embauche des professeurs/professeures et des bibliothécaires. Ce programme s'applique aux femmes, aux minorités raciales et visibles, aux personnes ayant un handicap et aux autochtones. Les personnes appartenant à l'un de ces groupes doivent en faire état pour bénéficier du programme d'action positive. Le département d'informatique et le programme de technologie de l'information encouragent les demandes d'emploi des personnes appartenant à ces groupes. Pour plus de renseignements sur le programme d'action positive, veuillez consulter le site Web de York à l'adresse www.yorku.ca/acad/jobs/, ou demander un exemplaire du programme auprès du Bureau du programme d'action positive au numéro (416) 736-5713. On examinera en priorité pour ce poste la candidature des personnes de nationalité canadienne ou détenant le statut de résident permanent.

THEOLOGICAL STUDIES

CONCORDIA UNIVERSITY — The Faculty of Arts & Science has one tenure-track position available in Systematic Theology. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm

VETERINARY MEDICINE

THE UNIVERSITY OF GUELPH — The Department of Clinical Studies, Ontario Veterinary College, is seeking applications to fill a tenure track faculty position in Large Animal Surgery at the rank of Assistant Professor or Associate Professor. Applicants must have a OVM or equivalent degree, must be licensed or eligible for licensure to practice in the Province of Ontario, and should be a diplomate of the American College of Veterinary Surgeons or eligible for that certification examination. Candidates must have demonstrated research capability, and possession of an advanced degree is desirable. The ideal candidate should have a strong background in clinical surgery and outstanding teaching and communication skills. The successful candidate will work with 4 other surgeons to provide didactic and clinical instruction in Large Animal Surgery and related disciplines to undergraduates, interns, residents and graduate students. Service activities will include the management of patients and consultation in the Veterinary Teaching Hospital and limited administrative activities. Research of a collaborative nature consistent with the research goals of the Departments and College is expected. The deadline for applications will be November 15, 2002. Contact: Dr. Christopher Brown, Chair, Department of Clinical Studies, Ontario Veterinary College, University of Guelph, Guelph, Ontario, N1G 2W1, (519) 823-8830, ext. 2781, Fax (519) 767-0311, email: cmbrown@ouguelph.ca

and provide a letter of application, a current curriculum vitae, documentation of licensure and diplomate status in the ACVS and the names of at least three referees. The Ontario Veterinary College (www.ovc.uoguelph.ca) offers progressive programs in undergraduate and postgraduate veterinary training. Numerous research opportunities are supported by several granting agencies and the opportunity for collaboration with three medical schools. The collegial atmosphere in the Department of Clinical Studies is highly supportive of interactions between faculty in a variety of specialty disciplines. Faculty are viewed as our most important resource. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

VISUAL ARTS

THE UNIVERSITY OF WINDSOR invites applications for a faculty position in the School of Visual Arts commencing July 1, 2003. Subject to Budgetary Approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Prof. Rod Strickland, Interim Head, School of Visual Arts, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253.3000, Ext. 2828, Fax: 519 971 3647, Email: art@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca

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Instructional Designer

Tenure Track Position at Assistant Professor or Extension Specialist III level

The Extension Division at the University of Saskatchewan invites applications from qualified individuals for a tenure track position as Instructional Designer. The position will be filled at the level of Assistant Professor or Extension Specialist III. (An Extension Specialist appointment indicates a focus on the practice of instructional design with more applied research, as compared to the more scholarly focus of a professorial appointment.) This position will be filled January 1, 2003, or as soon thereafter as possible.

In the practice aspects of this position, the successful applicant will work with subject matter experts to design course materials for distance and distributed learning. Currently, courses are delivered via print, audio/teleconferencing, interactive television, and online. Online instruction is a rapidly expanding delivery mode for the University of Saskatchewan. In the research side of the position, the successful applicant will investigate practical and more theoretical aspects of online learning and other types of distributed learning. If the position is filled by an Assistant Professor, the expectation for research activity will be greater. An Extension Specialist III will be expected to be engaged in more extensive practical application of instructional design. Some teaching and graduate student supervision may be required, particularly if an Assistant Professor is appointed.

Applicants are required to have at least one graduate degree in instructional design, educational technology or a related field. For Extension Specialist III, a master's degree is sufficient. For Assistant Professor, a doctorate completed or near completion at the time of appointment is required. In addition, applicants will be expected to be knowledgeable about current and emerging issues in instructional design, and to have a practical knowledge of processes of instructional design, including specifications of objectives, learner analysis, task/content analysis, lesson design and layout. Excellent interpersonal and communications skills are essential, including the ability to work well on a team. Familiarity with distance education course design and delivery is an asset, as is facility with desktop publishing and experience with online and multimedia development. Direct experience with project evaluation, including usability testing and formative evaluation, is also an asset.

The salary range for both Assistant Professor and Extension Specialist III, based on the most recent (2001–2002) Collective Agreement is $47,616 to $69,063.

The deadline for applications is October 21, 2002. Applications, accompanied by a curriculum vitae and the names, addresses, and telephone numbers of three referees should be mailed to:

Dr. Walter Archer, Dean,
Extenson Division
University of Saskatchewan
117 Science Place
Saskatoon, SK S7N 5C8
OR emailed to ext.dean@usask.ca.

Further information about the Extension Division and our programs is available on our website: www.extension.usask.ca. Availability of this position is contingent upon final budgetary approval.

The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

THE UNIVERSITY OF BRITISH COLUMBIA

HEAD, DEPARTMENT OF HISTORY

The Department of History at the University of British Columbia is seeking to hire a Department Head, at the rank of Full Professor. The Department of History at UBC is one of Canada's finest centres of research and teaching in cultural, social, intellectual, comparative and world history. Working mainly in the fields of Asian, European, Latin American, and North American history, its members educate undergraduate, honours, and graduate students, carry out active and well-funded programs of research, and publish widely in their fields.

The department is seeking an academic with a distinguished research record. Evidence of academic leadership, a commitment to innovative teaching, and strong administrative capacity are also essential. The ideal candidate will help the department take full advantage of new opportunities provided by changing research and teaching environments. He or she will also have insight into how to strengthen interdisciplinary connections within the university among those interested in questions of historical study and research.

The appointment will be taken up on 1 July 2003, subject to final budgetary approval. Persons in any field are encouraged to apply. Applications and curriculum vitae should be sent by **Wednesday, January 15, 2003** to **Dr. Nancy Gallini, Dean of Arts, University of British Columbia, Vancouver, BC V6T 1Z1** (applications and enquiries may also be forwarded via email to the Dean's Assistant, Eileen Oertwig, at oertwig@arts.ubc.ca).

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however Canadians and permanent residents of Canada will be given priority.

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The successful applicant will be an experienced senior university administrator with a strong understanding of the role of educational technologies and must be familiar with current technologies for distributed learning and be able to lead the further development and refinement of our own platform. The successful candidate will also be expected to hold a PhD, be well known in the field (proven by leading publications) and *will have a demonstrated track record of innovation, productivity and imaginative use of resources.*

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All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. The OHRI is committed to equity in employment.

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Disciplining Dissent > The Curbing of Free Expression in Academia and the Media > A variety of forces are compromising academic freedom and independence, threatening the ability of journalists and [illegible] to [illegible] the public interest. What strategies can be adopted to reclaim the integrity and independence of intellectual work today? **Speakers include >** Kim Bolan > Ian Boyko > Bob Carty > E. Ann Clark > Mike Gasher > Robert Hackett > David Healy > Robert Jensen > Stephen Kimber Paul Knox > Richard Leitner > Catherine McKercher > Pat O'Neill > Frances Russell [illegible] Gordon Stewart > Jon Thompson > Michael Valpy > Lynne van Luven **Keynote address** [illegible] White

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